

# Local Government SERVICE



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## NOTES AND COMMENTS

### A.R.P. Planning and Control

THE issue of Home Office memoranda on the organisation of A.R.P. services having now substantially covered the promised range, the authorities can envisage the magnitude and variety of the preparations involved in a complete scheme. It is not surprising to find many of them hastening to appoint A.R.P. officers. Additional appointments of this character must be bare minimum, in many places, in the way of additional *ad hoc* staff of executive type. Such appointments, however, can be no substitute for the direct planning and control of the organisation by the existing chief officers in co-operation one with another.

The original suggestion of the Home Office, that the preparations might be planned by the chief officers, constituted as a technical sub-committee, headed by the clerk, to the authority's A.R.P. committee, was sound, and is still probably the ideal way of handling the task—all the more if such an organ is assisted by an appointee for special executive tasks or specialist advice. Those authorities which made an early start on these lines—even without the additional appointment—have no reason to be displeased with the position in which they find themselves to-day.

### "It's the Same the Whole World Over."

At this time of year, when, for councillors and officers, the raucous cry of "Indignant Ratepayer" drowns the morning chorus of birdsong and shatters evening peace with its gloomy wail, it is refreshing to read of Cape Town, where the rate has been fixed at 5d. in the £, or of Kimberley, where it remains at 4½d. But lest any harassed civic official should dream of escaping to happier South Africa we would warn him that even there he would find no sanctuary. According to

"Municipal Affairs," journal of the South African Association of Municipal Employees, when Cape Town City Council decided to increase its rate from 4.85d. to 5d., "the subject was much discussed by the public and in the Press." At the council meeting Councillor Adams protested that the increase showed the development of "an excessive spending complex," and Councillor Berman condemned "fantastic schemes of town-planning and rebuilding the city." "All these things are fools' dreams," he added, in tones that strike a familiar chord. "Cape Town's rates are already double those of Johannesburg and Durban." Even in Kimberley, where no increase was made, there was a bitter complaint on the "onerous burdens imposed on the town by the Government."

### Advance on the Home Front.

Nevertheless, all is not gloom at home. At a meeting of Manchester ratepayers, called to protest against the recent rate increase, Mr. N. McKellen, Secretary of the Property Owners' and Ratepayers' Association, went out of his way to pay tribute to the officials: "as efficient as in any municipality I have heard of." Coventry City Council has agreed, by 51 votes to 2, to pay a minimum wage of £3 a week to all its employees, other than those on the staff. And the "South Wales Argus," in a leading article welcoming salary increases and staff regrading adopted by Newport Town Council, wrote: "Too many people have the idea that because corporation employment offers security of tenure and a certain distinction, young people (especially girls) should be willing to work for low wages, and older servants should be satisfied with what they are getting, low though their salaries may be. Some ratepayers—like some other employers—think that the corporation



Straws, perhaps, but they show a more favourable wind than the deplorable demonstration at Fleetwood some weeks ago when some hundreds of people, flourishing banners, demonstrated outside the Town Hall to protest against increases in officials' salaries, already deferred for a year. Happily, the council ignored the clamour, approving the increases by 16 votes to 5.

Many reasons have been advanced for this lack of interest in local affairs. The weather, the fact that so many suburbs are to-day no more than dormitories for most of their inhabitants, the waning of enthusiasm for

Presented with such a blank cheque to sign, and without even an indication of the bank on which it is drawn, can one wonder that the elector decides to turn on the wireless rather than put on his hat and coat and walk to the polling booth?

that only 34% of the total cost of these services is met from the income from the County Rate of 8/11 in the 2. The major part of cost is met by Government Grants

This is the first of a series of book-marks entitled "Where your money goes," issued by the North Riding County Council to show the scope of the services it provides.



## Editorial

# N.A.L.G.O.'s Public Relations Policy

IN the past few weeks the Association has laid the foundations for a nation-wide public relations organisation. Already more than 200 public relations correspondents have been appointed, and it is hoped, before many more weeks are over, to have a correspondent in every branch in the country.

At this stage it is surely unnecessary to present any detailed apology for the decision of the National Executive Council to embark upon a comprehensive and go-ahead policy of public relations. Every member of the Association must realise that most of the difficulties under which he works to-day, whether they are material, like inadequate salaries and poor service conditions, or psychological, such as a status incompatible with the importance of his job, are the result, primarily, of lack of public knowledge and appreciation of what he does. Too many people are ignorant of and—except when a rate demand falls due—indifferent to the machinery by which, in theory, they govern themselves. Too many people, otherwise well-educated, are unaware even of the functions and activities of the authorities which control their communal life. Too many people pay ready lip-service to democracy without taking any action to ensure its efficiency.

### Propaganda the Key

In these circumstances can we wonder that local government is unpopular, that every increase in rates however well justified, raises a chorus of angry protest, that officers are the constant butt of ill-informed criticism? Prejudice and ignorance walk hand-in-hand, and we can remove the former only by instructing the latter.

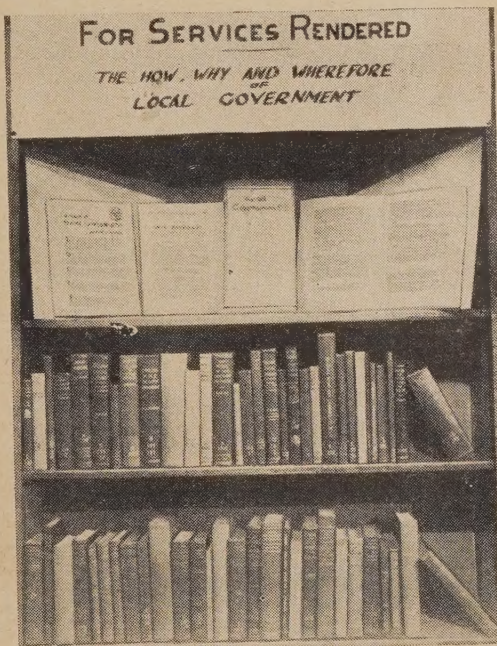
N.A.L.G.O., which has never taken a narrow view of its duty to its members, has now embarked on that task. How is it to be done? Primarily, as we have indicated, by education. We must make the fullest use of all the modern arts of propaganda—Press, film, radio, exhibition, school, library, lecture hall, debate and public meeting—to arouse the interest of the public in civic affairs, to tell them how their towns, cities and villages are managed, to secure their support for every step in administrative progress. We must ally ourselves with every parallel effort—such as the fine public health exhibition staged by the Ministry of Health at Glasgow—that is being made for the development of a keener civic consciousness. We must reply to ill-considered attack whilst encouraging all criticism that is healthy and constructive.

That is the task upon which Headquarters, with the active assistance of branch public relations correspondents, has now embarked. Already a good beginning has been made. Croydon branch, for example, has started work on the production of a film illustrating its municipal activities. Other branches are making plans for exhibitions, courses of public lectures, and so on. The public relations correspondent at Warwick regularly supplies news to five newspapers circulating in his area. Much significant work—of which we intend to give details in future numbers of *LOCAL GOVERNMENT*

*SERVICE*—is being done in expanding the interest of school children in the civic activity around them.

For such work to succeed the goodwill and active co-operation of every member of the Association is essential. As Mr. E. G. Hopper points out in an article on another page, every local government official, whether he be a town clerk or a junior fresh from school, is himself a public relations officer for the great service of which he is a part. By the impression he makes in his contacts with the public the Service will be judged. This point is emphasised by Mr. Hill in his new book, "The Local Government Officer," reviewed in this issue. "Each one," he writes, "has a personal responsibility in helping to adjust the balance of public opinion in favour of local government. . . . What is the advantage of being efficient if the public hate the sight of us?"

It is with confidence that we seek that support. For an energetic public relations campaign for local government is bound to exert a far-reaching influence and to bring in its wake many benefits. It will secure for the individual officer greater public appreciation and, as a consequence, more satisfactory pay and service conditions. It will bring to N.A.L.G.O. and to the Service as a whole higher popular esteem. And, greatest benefit of all, it will, by enhancing the prestige of democratic institutions and arousing greater public interest in them, cement more firmly the foundations of our national democracy.



**Public Relations in Action.**—A special display of the books on local government in N.A.L.G.O.'s book list arranged in East Ham Central Library.



## Things to Come



### 3. Towards a Finer Educational System

*By a Director of Education*

IF the best features of our educational system were brought together we could probably show a picture as pleasing as any other modern State; our difficulty is to secure the highest level in the various parts. For education in England is not a unity. Parallel lines have been established largely on a class basis. A child may proceed from his tutor to a preparatory or public school, outside the State system. On the other hand, the State itself provides education free and compulsory from five to the end of the term in which a child becomes fourteen, shortly to be fifteen, but with exemptions for "beneficial employment." This State provision is again divided in elementary schools by the "dual" system whereby 3,660,000 children are in Council schools and 1,660,000 in schools provided by denominational bodies. This dual system often involves the use of premises educationally and hygienically unsuitable, and dogmatic religious teaching unadapted to the age of the child. These conditions in turn affect the type of teacher recruited and the whole system is a hindrance to the application of modern methods.

The present advance in education is on all fronts, and this brief outline of things to come can deal only generally with the chief growing points, showing that there is required not a revolution but a more speedy and more widespread development along lines already thought out.

Elementary education is now more broadly conceived than as reading, writing and arithmetic, though these continue to be essential. The nursery school and the nursery class are modifying not only infant education which normally ends at seven, but also later stages. This influence lies in the conception of education as nurture and social adjustment, in the postponement to a time appropriate to each child of formal instruction, and in closer co-operation with the home. The new junior school provides children between seven and eleven with the tools of knowledge and with activities suited to their stage of growth; this increased activity is reducing the unduly regimented procedure of these years. In separate senior schools are retained children who at the age of eleven do not proceed to schools other than elementary. These senior schools give a general education with attention to social training and to the need of some knowledge of civic and industrial life. In the later stages of the course there are many opportunities for choice, and a sense of reality is given to the curriculum. Progress has been made in reorganising elementary education on this basis of infant-nursery, junior, and senior stages; but there is much to be done, especially in providing suitable premises, staff and equipment, and in making the improvements more nearly universal.

Some of the private schools giving elementary education are efficient; the rest must be compelled to have more appropriate premises and more reasonably qualified staff.

Education beyond the elementary stage is in confusion and important developments are urgently needed. Since 1902 the number of pupils in secondary schools has been determined largely by the accommodation which an authority is prepared to provide. A large number of children are given an education unrelated to their bent or their future employment. Education in New York may be excessively vocational; ours is unduly humanistic, and there is need for technical secondary schools in addition to the academic. Such schools, developing from the present junior technical schools, would lead to such employments as building, engineering, commerce, agriculture. Two essentials must however be maintained—a fair proportion of cultural studies, and secondary standards as to length of course, premises and staff.

Final selection at eleven is impossible even with modern objective tests, and transfers should be made easy at about thirteen. This can be done with a more intelligible and consistent scheme of education and with courses somewhat similar for all children between eleven and thirteen. A great development of "guidance" is needed—guidance for courses of study, for interests, for vocation, for character adjustment.

For the non-studious young person, recreational institutes are being developed. For others, further education at present often means attending evening classes which reduces opportunities for social and health-giving activities. Release during the day for technical education must be encouraged. But since technical education is growing rapidly, not only for training in skills but also as a source of culture and good citizenship, release must be regarded as a necessity, not as a concession. There is in general a lack of facilities, and in particular for agricultural education.



Technical Education—at Temple Cowley School, Oxford



April, 1938

if vocational training is to succeed and to be properly placed with cultural education, the school-leaving age must be eighteen. Our complex modern society cannot afford a lower age if the claims of employment and of citizenship are to receive adequate attention. The new developments in education will justify this reform. Another growing point is the encouragement given by the creation Act of 1937 to voluntary organisations and authorities to provide facilities for the club spirit, especially among persons under thirty. Two results will follow. We shall gain a broader idea of the education needed for the



Healthy Recreation—at Peckham Health Centre

ears up to eighteen, adding the aim of suitable use of leisure to those of citizenship and employment. Also, we shall have a new conception of democracy as something spiritual and not merely political and economic.

Since, as we have seen, the advance is on all fronts, much depends upon personnel. Teaching staffs have already improved, with less teaching direct from the text-book, wider reading, increased contacts with the world around. There are still, however, about 38,000 teachers without certificates in elementary schools, and it is still possible for teachers to be employed in secondary schools who would not be eligible for employment in elementary. Recruitment and training are still unsatisfactory. When teachers become a united profession there should be greater effectiveness. The present immobility of teachers, due largely to local control, must be ended, and the field of choice must be widened. Local control has also often led to promotion on political or denominational grounds.

The quality of staff and the standard of teaching often depend upon the nature of the accommodation. Consider what is your idea of the minimum needs, educational, physical, and social, of children attending school, and then think of the schools in your own district. Why do many parents prefer not to send their children to State schools? Chiefly because they have often a narrow educational outlook, a fair percentage of uncleanness, marked speech differences, and, above all, poor premises. These defects as we have seen are being remedied, but far too slowly and too sporadically; they must be dealt with more seriously before the publicly provided schools are used by all.

The Board of Education is administratively efficient and interprets the will of Parliament. Yet its requirements are not adequate to modern needs and are not sufficiently enforced upon backward authorities. It prefers, in the name of democracy, to make suggestion by circular and memorandum rather than to control development by regulation and grant.

The place of the local authority in education is vital. But some authorities are too large and the majority are too small to be efficient. Parliament should be sufficiently representative of local needs as to make unnecessary the unduly small authority. A total of over 300 education authorities was too many in 1902, as was recognised by more than half being given powers of elementary education

only; but to-day this number is absurd, involving waste, overlapping, varying standards, and opportunity for the prejudice and inefficiency of parochially-minded councillors.

A reasonably large education authority would be likely to regard its school provision, finance, building, and legal business from the standpoint of educational needs rather than merely in relation to local rate burdens. Association of education with the rates at all is difficult to justify, since the service is a national one. Local advisory committees and the local community need not be excluded from the scheme, and efficiency in political and economic matters should facilitate rather than hinder such local opportunities for the fuller exercise of individual and group freedom as is given by community centres. The alternative of centralisation upon Whitehall is not workable with our English traditions. There must be local control, but it is not antagonistic to democracy that the local areas should be large enough to be efficient, giving reasonably uniform and skilled service, with opportunities for the expression of local opinion.

Already technical education, child guidance schemes, medical services, have outgrown existing boundaries, and physical training is being administered on a regional basis. Authorities for higher education and those for elementary are dealing with different parts of the school life of the same children, with no guarantee that they are conceived in relation to one another and to the same unifying purpose. Co-operation between authorities is not a satisfactory solution of these anomalies, and consists chiefly in payments as an acknowledgment of overlapping. The reorganisation of the educational provision must bring into question the fitness of this antiquated administrative system for its new purpose.

The varying methods of recruitment and conditions of service of the administrative staffs, whose work is now highly specialised and often much more than "clerical," form an indictment of the system when compared with the civil service. The attitude of the school board persists in



Light and Air—at Middle Park L.C.C. School, Eltham

many areas as to the aim of education, and education officers are often regarded as secretaries to be controlled in every detail rather than as professional administrators. Indeed, while such officers as sanitary inspectors must have central sanction for their appointment, almost anyone may be appointed as director of education.

It is a statutory obligation upon each authority to develop the education of its area "with a view to the establishment of a national system of public education." The authorities as at present organised cannot do this to a reasonably satisfactory standard. The spirit and content of national education have changed; the authorities have not adapted themselves to this change because of their size and their traditional organisation. We need a compromise in our local government between amateur and expert, between freedom and efficiency, if the children are to receive and the community is to benefit by modern education.



# "The Local Government Officer"

**T**HE LOCAL GOVERNMENT OFFICER \* is the third in the Town and County Hall series, which are being published under the general editorship of Dr. Ivor Jennings. No one is better qualified than Mr. Hill to write such a book. He, more than any one individual, is responsible for the prestige which attaches to the local government service to-day; and, in writing this book, he has been able to draw on the detailed experience and comprehensive knowledge of every aspect of local government administration which he has obtained as General Secretary of N.A.L.G.O. during the last thirty years.

The keynote of the book might be described as one of practical idealism. While the author lays stress upon the necessity of removing the temptation of more lucrative occupation by finding the public servant adequate and compensating service conditions, the first and most important part of which is an adequate scale of salary, he never loses sight of the fact that the local government service is a vocation, and that it should satisfy an ideal of public trust.

Mr. Hill's book is an amazing compound of idealism and common sense. The author's genius for concise exposition and his terse simplicity of style, illumined occasionally by a flash of wit or a telling epigram, combine to make his book as entertaining and arresting as a good novel. He has succeeded, in a remarkable degree, in transferring his own original and dynamic personality to the printed page. Throughout his book we find constant evidence of his jealousy for the prestige of local government, his realisation of the necessity for bearing in mind "an ultimate goal"—of using research to measure social trends and then proceeding to anticipate their extent, and his firm belief that the first essential for the local government officer is that he should believe in his job, believe in local government and its purpose.

## The Officer and the Council

Let us briefly examine the scope of the book. The first chapter describes the relation of the Council and the officer. In this, Mr. Hill shrewdly remarks that the horse-power of the local government machine is statutory. He describes thus the eternal dilemma which confronts the local government officer: "When the officer draws the attention of the enthusiast to the limits of authority, he must not be suspected of being in opposition to the policy enunciated. When the officer urges more speed and greater activity, he may be responding to demands from Whitehall, and not giving his personal convictions." The Committee system and the departmentalisation of local government are then briefly described and discussed.

Chapter II is devoted to service conditions. Mr. Hill stresses the proposition which has been consistently put forward by N.A.L.G.O. that salary scales are essential: "They are the guarantee of a fair deal offered to those who are asked to consider entering local government as a career. If the scales are not as good as those offered by banks, the civil service, the insurance offices, also commercial houses, then we must not complain if these get the cream of the nation's youth." Mr. Hill's basic arguments can perhaps be summarised thus:

Local government exists for the good of the community. It is in the best interests of the community that it should be served by the best type of official.

To secure this, service conditions and salaries must be such as to attract such officials. Service conditions, however, are not *all salary*, they include also superannuation, security, prestige, holidays, sick leave, etc.

The plea, recently put forward in LOCAL GOVERNMENT SERVICE, for a more generous recognition of the public

Mr. Hill's new Book  
Reviewed by  
**C. KENT-WRIGHT**  
Town Clerk, Stoke  
Newington



service rendered by local government officers by the conferment of "honours," following the model of the civil service, is reiterated by Mr. Hill. He proceeds to give a succinct history of superannuation in relation to local government, concluding with a summary of provisions of the 1937 Act. Brief sections are then devoted to such matters as National Health Insurance, compensation provisions, sick leave, overtime, etc.

Even more valuable than these summaries, are the appendices which should be read in conjunction with this chapter, comprising, among other things, specimen salary scales in operation in different types of local authority, a list of designated posts applicable to one county borough, a list of examinations suggested as appropriate for different departments of a local authority, an excellent model of staff regulations and a specimen application form for junior non-manual employment.

In his next chapter, Mr. Hill deals with the difficult problem of recruitment and training. The recommendations of the "Hadow" report are ably summarised—and criticised. It is pointed out that probably 90 per cent of the present staff of local authorities were originally recruited as juniors at 14 plus to 16 years of age, and that from this great reservoir a large proportion of the heads of departments have emerged by promotion.

The importance of opportunity being afforded to all younger officers to move from one authority to another and to get experience from different types of authority, is rightly stressed. In Mr. Hill's words: "A man who rises to the most important post in his home town authority, no matter how good he may be at his job, will always be remembered by some as 'little So-and-So, who started as So-and-So.' Constant movement aerates the service, it seasons the official and gives confidence to the Council and the public." This chapter also contains a brief account of the opportunities available for training for professional, technical, administrative, and clerical positions.

## Demand for "Whitleyism"

In his fourth chapter, Mr. Hill ably advocates the application of the principles of "Whitleyism" for local government, and refers to the growing demand, coming both from local authorities, and from local government officers, for the establishment of Provincial Councils and local Committees on the lines put forward in the Whitley Reports.

In the remaining five chapters of the book, with their respective headings "The Study of Public Administration," "The Officer and Public Opinion," "The Qualities of a Public Servant," "The Future and the Hadow Report," and the concluding chapter (which might have been written either by E. V. Lucas or Robert Lynd) "On Being Superannuated," Mr. Hill's qualities of idealism come to the fore.

It is impossible, in the space of a short review, to do justice to the wealth of wisdom and idealism from which Mr. Hill draws in dealing with these subjects.

For a long time we have needed such a book. Now we have got it. "The Local Government Officer" should be read, marked, learned, and inwardly digested by every elected representative and every local government officer throughout the country.

\* "The Local Government Officer," by L. Hill (George Allen & Unwin, Ltd., 5s.).



# Building a Fitter Britain

THESE PICTURES, from the "Fitter Britain" Exhibition arranged by the Royal Institute of British Architects, and shortly to tour the country, provide graphic illustration of the way in which our local authorities are assisting to promote national health and happiness by replacing slums with fine houses and flats.



*From This*

*To This*

Cottage Estate at Liverpool.

Typical Slum Areas in Liverpool.



Municipal Flats with Play Area, Liverpool.

L. H. Keay, Housing Director.





# Public Relations in Local Government—

## Educate the Officer as well as the Public

By NORMAN H. ROGERS

Editor, "Calling Croydon," and  
Public Relations Correspondent,  
Croydon branch

**N**OW that N.A.L.G.O. has embarked upon a comprehensive scheme of public relations, each branch should establish a public relations committee. This committee, in view of its great scope, should become one of the most important of a local executive. It should be based on an understanding of the fundamental objects of a public relations policy.

Public relations is more than merely "telling the world." It is a positive effort to gain the co-operation and understanding of that world. It is a system for making contact with the community, a contact which must be useful and advantageous, not only to those making contact but also to those with whom contact is made.

A public relations policy requires the existence of two parties between whom contact is to be made. For local government those parties are the Service, which includes the elected representatives as well as the officers, and the community which benefits from the work of the Service. For most effective results, co-operation between officers and elected representatives is of paramount importance.

### Committee's Twofold Task

The public relations committee must create enthusiasm and vitality of interest among the members of the branch and it must seek ways of reaching the community and of directing its interest towards local government. Before any interest can be aroused, however, it is essential to create a state of "awareness" in all concerned. The officer must be made aware of the scope of local government and its relation to the life of the people, so that he may impart that knowledge to members of the public with whom he comes in contact, and the public must be made aware of the point of view of the administrator so that it may appreciate the value of the services he renders.

Thus the public relations committee has a twofold task: to educate the officer and to educate the public. It must keep the officer informed of the work of N.A.L.G.O. on his behalf, and it must arouse his interest in the deeper problems of local government. Every local government officer is a potential public relations officer, for he is the liaison between the service and the community. This would suggest close co-operation between, or merger of, the public relations and the education committees. The N.A.L.G.O. summer and week-end schools are undoubtedly an integral part of a public relations scheme.

To keep the officer in close touch with affairs, the committee should issue a

branch magazine or news-sheet, which should supplement the official organ of the Association. A member of the committee might be appointed editor. The local education correspondent should be a member of the committee, which should assist him to further N.A.L.G.O.'s educational policy by stimulating interest in the scholarship schemes, the library and so forth.

In its second task, of educating the public, the public relations committee might well use as a basis the suggestions made in the winning Coronation essay, quoted in LOCAL GOVERNMENT SERVICE in July 1937. These included:

The organisation of exhibitions of local government work, in co-operation with either the libraries department, from which the committee should seek support and help, or local voluntary associations interested in civics;

The use of the local Press for publication of articles;

The organisation of essay competitions in schools;

The preparation of lecture schemes; and

The use of films.

The committee might spend a year exploiting one idea, such as a scheme of lectures, or an exhibition. As it gained experience it might become more ambitious.

Public relations is a comparatively new activity but, given members with a flair for creating interesting and useful publicity, a public relations committee should become not only one of the most useful adjuncts to a local branch, but one of the most interesting committees upon which to serve. With keen and efficient local committees, any programme of public relations sponsored by headquarters cannot fail to achieve the greatest benefits for the Service.

(Continued from next column)

and were intended to be supplementary to the teacher's class-room work.

The education committee paid for the printing of 500 copies—sufficient to equip at least one class in each senior, central and secondary school. I was allotted 400 copies at cost price for retailing to the public at sixpence each. In the few months since issue 360 have been sold, more than a quarter of them by post to interested teachers and officials in different parts of England and Wales.

I suggest that every branch of N.A.L.G.O. should co-operate with local teachers, either through the National Union of Teachers, or individually, to imitate this venture and produce a school booklet on "How — Is Governed." It should be in unexceptionable format as to paper, print, lay-out and illustrations, and copies should be available at a low price for the general public—for they also need tactful schooling.

The publication of such booklets throughout the country should result in a better-informed adolescent population, who are the citizens of the future. Sympathetic co-operation between citizens and their servants is an ideal attainable only when both parties are prepared for it by education.

## Catch the Ratepayer in the School

By D. GLICKMAN

**I**F only the ordinary citizen—the ratepayer—knew more about local government our work would be much easier and better appreciated." How many hundreds of times have council members and officers thought or said something of this kind! Even enlightened citizens have been known to express themselves as if rate and tax payments were evils—necessary evils. This attitude is particularly applied to rate payments, for reasons which need not be discussed here.

Hereunder is a method of alleviating the hampering effects of ignorance among the public concerning the valuable services afforded through the rates. A pioneering endeavour has been tried out in the County Borough of Eastbourne.

The aim is to catch the public young. Introduce the subject of local government into the schools, in classes of pre-leavers—adolescents ranging in age from 13 to 16 plus, in elementary, secondary, and technical schools.

This cannot be done well without an appropriate text-book. And a text-book will not be appropriate unless it has definite local reference. The pupils must have personal contact with many of the activities and institutions described therein. To teach in terms of vague generality or to emphasise the ethical aspect results in "talking over the heads" of the young students. The course must be realistic and practical in its description of what is happening locally.

### Encouraging Research

While the appeal will be to the highest ideals of citizenship these must be implied, not stated; the building must be upon the realisation that it pays to use every possible means available for the maintenance and enhancement of public welfare through local government machinery.

This is how I, an elementary schoolmaster, keenly interested in municipal affairs, got my message across.

I produced a manuscript of about 25,000 words consisting of descriptive matter and exercises, dealing in simple language with the salient features of local government as exemplified in Eastbourne. The Town Clerk, Mr. H. W. Fovargue, was good enough to "vet" it, and to give it his blessing in a foreword.

The scope of the material may be gathered from the chapter headings:

- |                            |                           |
|----------------------------|---------------------------|
| 1. Introductory.           | 9. Police.                |
| 2. The Council's Function. | 10. Justice.              |
| 3. Council at Work.        | 11. Other Committees.     |
| 4. Schools.                | 12. Trading Committees.   |
| 5. Libraries, etc.         | 13. "Come to Eastbourne." |
| 6. Health.                 | 14. Money Matters.        |
| 7. Meteorological Officer. | 15. Conclusion.           |
| 8. The Poor.               |                           |

The 170 exercises were devised to encourage simple research and inquiry,  
(Continued at foot of previous column)



# -How Branches and Members Can Co-operate

## Officers Themselves Best Propagandists

By E. G. HOPPER

Public Relations Correspondent, Acton

THE foundation for the success of any public relations policy is the impression created by each officer in the course of his duties. In this sense every worker in local government may be regarded as a "public relations officer," with the power to make or mar the administrative reputation not only of his local colleagues but of the Service as a whole. The efforts of N.A.L.G.O. to increase appreciation of the activities of the Service may be largely vitiated if the style and conduct of officers fails to induce a favourable reaction in the mind of the public. Propaganda makes no headway against a sense of grievance, and the individual's memory of insufficient or inefficient attention to his particular business is lasting and difficult to efface.

When the attempt is made, in the Press or in the cinema, to present a favourable picture of local government, it is necessary to be assured, so far as is possible, that the public will view the subject, not in the light of a theoretical presentation of ideals, but as something familiar and within its experience. The existence of such an attitude must depend largely on the reputation of the local officers, not only in regard to their technical prowess, but more particularly, perhaps, in regard to those human qualities revealed to the public in personal contact.

The mere possession of personality is not necessarily sufficient. The manner of expressing personality is of equal importance. An insurance company, in a recent advertisement for a junior clerk, stipulated that applicants should be capable of combining with urbanity of manner in dealing with all classes of persons an ability to maintain an imperturbable demeanour in every circumstance. Such qualities are very appropriate to the local government service.

## Courtesy and Adaptability

The strict observance of the conventional courtesies of social intercourse is equally important. The officer whose impact on the public is most impressive will also be endowed with the virtue of ready adaptability, which necessarily involves an active sense of perception and a knowledge of human nature. The ability to bring these qualities into operation facilitates, in particular, the task of dealing with the aggressive type of individual, in whose case the need for tact and diplomacy is paramount. Tactful action may be regarded as that which causes a caller to take his leave, not necessarily with his problem solved or his want supplied (which may be impossible), but satisfied that his business has been properly understood and carefully and sympathetically considered.

Mention should also be made of the

profound impression created by the evidence of efficiency without officiousness, confidence without complacency, and showmanship without conceit. It is the skilful combination of these capacities which induces in members of the public a sense of pleasure, arising from their experience of adequate service keenly and ungrudgingly rendered.

It is the general practice in most departments to depute the most junior member of the staff to be the first point of contact with the public—to answer the telephone and interview callers in the first instance. This procedure, while sound on economic grounds, has its drawbacks from the standpoint of public relations. Unfortunate incidents may be prevented by comprehensive instruction of the newcomer and close supervision of his early activities.

## Telephone Manners

In using the telephone something approaching the "bedside manner" may usefully be cultivated. Is the caller by telephone to be greeted with a barked and abrupt monosyllable, or in accents at once dignified and encouraging? Of such seeming trivialities are deep and lasting impressions made. In attending to business by telephone there is, moreover, the possibility of either committing or avoiding a major crime to which a departmentalised administration is particularly prone—the full explanation of his business by a person two or three times before he is placed in contact with the official within whose purview the matter falls.

Such undesirable repetitions tend to occur both in connection with the telephone and also when a caller wanders inadvertently into the wrong department. In the latter case, it may be possible either to use a junior clerk to conduct the wanderer to the appropriate officer, or, having directed the caller towards his goal, to use the telephone to notify the department concerned of his imminent arrival and of the general nature of his business.

Lastly, there need only be recorded the statement (made to a humble applicant for a working-class dwelling) that "on a review of the facts as now presented there is a *prima facie* case for the consideration of your application *de novo*," to make the need for adaptability self-evident. Official jargon tends to become associated with "red tape"; competent discussion depends on the unaffected use of English, assisted by simple diction and ideas relevant to the subject.

The existing standard of conduct in the local government service is undoubtedly high, but if that high level can be still further raised until the expression "municipal courtesy" becomes an accepted synonym for the maximum degree of courteous efficiency, then N.A.L.G.O.'s Public Relations Officer will be in the best possible position to ensure that all due credit accrues to the successful efforts of the officers, and that unfair comment is immediately and thoroughly refuted.

## Making Administration News

By VIATOR

LOCAL government is realising that it should take up the modern art of publicity. Had that vital idea lived in action for a few years it would not now be so disquieting to read the daily Press each November, to scan what passes for informed opinion, and to realise how small is the general stock of knowledge of the subject.

We, the permanent staff of the Service, must do our part in bringing about a tremendous increase of that knowledge. Every branch should consider the formation of a study or research group. A group of the usual kind would suffice, but with the addition of one most important line of action—use of the Press.

The most important of all reasons why we should do something is that we form one amongst the best educated professional and business bodies in the country, and, as such, our duty is plain. Study groups of the type suggested do not depend upon a large membership. Even two people may do most useful work.

The choice of material is vital. Clearly, we could not enter upon political discussion of matters of policy, but, even with this excluded, a wealth of material remains. Work on the growth of the town or district, with special reference to local government, is too often an untapped mine, rich in interest. This may be combined with detailed examination of the body and functions of local government, presented in a lively historical background.

The task is not so formidable as it may appear. Once a beginning has been made, interest, both personal and public, will mount rapidly.

## Make Friends with the Press

The work should be on local material in the main, for the interest of local people. Our interests as branches are not contiguous with national interests. That truth is aptly demonstrated by our name.

How is the knowledge to be gained, the interesting material to be discovered? The answer is to make use of the local Press. Unfortunately there is a tendency in the staffs of some local authorities to regard the journalist as a social outcast, and, consequently, to look upon his work as something which must not taint them.

Why that attitude has arisen or is maintained it is difficult to say. The Ministry of Health has abandoned it wholeheartedly within the last few years.

Not only will it be found that the local Press is a valuable factor, but that most editors will be happy to use material of the type suggested—always remembering that the pill of instruction must be suitably sweetened. The necessity for this will be clear enough. In most cases, too, payment will be made for such work—an added incentive to industry.

The writer has done much work of this nature and can testify to the great interest aroused among newspaper readers.



# Mechanisation of Municipal Accounting

**By SYDNEY LARKIN, F.S.A.A., F.I.M.T.A.**

*City Treasurer, Coventry*

**M**ECHANISATION, although familiar enough during the past thirty or more years in its application to various office processes, such as addressing, adding, multiplying, folding and so on, has in the last two decades taken on a new significance in being applied to actual accounting records.

Apart from the application of the punched card system to cost accounts, one of the earliest instances of municipal mechanisation was the utilisation of the cash register for the receipt of income relating to rates, gas, water, electricity, and other miscellaneous services. This innovation involved the disappearance of receipts and their counterfoils and of analysis books for recording the cash received. The change was revolutionary and it involved a good deal of what one might term "staff education" in order to ensure that the new system worked better than the old one which was displaced.

The term "staff education" should not be misunderstood. It simply means that a large number of ideas and methods—some of them time-honoured—had to be abandoned. The system was worked out in theory and then operated by the staff who in turn discovered all the unforeseen pitfalls and were soon enthusiastically perfecting in practice the system which theory had led one to assume was already good. This mechanisation of receipt accounting is now being widely adopted by local authorities with comparatively little upheaval. This is possible owing to the pioneer work done by the people who adopted the scheme early in the 1920's, to the fact that staffs have grown up with the knowledge that such a system worked well elsewhere, and to the manner in which the machine manufacturers have kept themselves in touch with the problems which have from time to time arisen and are able to instal a system suitable to almost any circumstances.

## **Stringent Checking Essential**

I particularly mention the mechanisation of receipt accounting not only because it was one of the earliest efforts at mechanisation but also because the alterations caused by its adoption are confined to one department. That may not be so in connection with some other branches. The reorganisation will probably extend into other departments, and it is always well to obtain the willing co-operation of the staffs of those departments which are in any way affected by the proposed change. It may be that some sections will be put to relative inconvenience while others will be saved much donkey work. The picture as a whole should be clear to those who are operating the system, and small inconveniences, if any, will be outweighed by the knowledge that benefit is felt elsewhere.

The chief reason for extra care in all stages of mechanical accounting is that machines (clever things though they be) do not think. It becomes more vital than ever, therefore, that at all stages of every operation—the filling up of workmen's time sheets, the making out of stores requisitions, the reading of meters, the analysis of an invoice, or whatever the primary or subsequent operation may be—there should be exercised the greatest possible care and the most stringent check as to their accuracy. In mechanised accounts (and in some directions, e.g., cost accounts, it is impossible nowadays to contemplate any system other than a mechanised one) these records may never again be seen by a critical eye until the final result is produced. The reasons for mechanisation are:

(1) Speed—to obtain results within a period in which they will be useful, and

(2) To cope with multitudinous transactions without imposing an impossible strain on the staff.

The primary records, therefore, become of more than ordinary importance because they are usually first accurately transferred to mechanical records and the second stage is the final one, e.g., the bill, the wage sheet, the cost of the job or whatever may be the object.

The application of mechanical accountancy to expenditure is probably one of the easiest problems connected with mechanisation. The number of possible pitfalls is small and the chief reasons for not adopting such a system are:

(1) The comparatively small number of items to be dealt with are rarely beyond the capabilities of a small competent staff; and

(2) There are advantages in hand recording of expenditure derived from the detailed knowledge which such a system conveys to the officers concerned.

As I pointed out earlier, machines do not think; but good accountants do. It is, I believe, of considerable advantage that the accountancy staff should be familiar with as much detail as possible in expenditure. The same point applies to incidental income. Financial control is much improved where this system reigns. This argument does not apply to numerous items of expenditure arising from wages, stores, and haulage. They are more conveniently dealt with mechanically.

## **Difficulties and Advantages**

The position with regard to income accountancy is markedly different. It is true that the heavy work of preparation and dispatch of bills and demand notes for rates, water, gas, and electricity instantly suggest mechanisation, but the problem presented is full of difficulties and much care has to be exercised in the selection and carrying out of a suitable system. I am still looking for a good system which will deal with a combined rates and water collection where discount is given for prompt payment.

In contrast with rates and water, one advantage of mechanising gas and electricity income accounts arises from the ease with which machine accounting is linked up with continuous meter reading. If it were not for that fact the extensive safeguards necessary in mechanising income records might be regarded as serious disadvantages when comparing such a system with the easy-going and almost automatically accurate rental system. The rental system is, however, cumbersome and extraordinarily slow.

The immediate production of day to day statistics from meter readings, which is an essential feature of mechanised billing, is alone a justification of the system. The prompt daily balancing of the income accounts is another valuable feature. But mechanised accounting runs on rails and is a system of schedules, points, and signals. Failure in these accessories means a breakdown of the system—sometimes of trifling, sometimes of disastrous, importance.

The justification of mechanisation is its elasticity—its capacity to deal with large masses of work. There is, however, usually a bottle-neck through which this work has to pass and it is on the efficiency of the organisation of this bottle-neck that the effectiveness of the system depends. There may be in some instances (e.g., detailed accounts on the punched card system) very considerable saving of labour, but more often there is merely a transfer of burden from one section to another, coupled with a capacity for greater volume of work and the production of by-products in the way of interim results and useful statistics hitherto unobtainable.



April, 1938

# How a Mechanical System Works

By P. MORGAN

Office accountancy machinery may be divided into three groups:

adding and other calculating machines—some of which add, subtract, multiply, and divide, in whole numbers or fractions; decimals, sterling and currencies, weights and measures and provide on a "tally-roll" lists of items included in the addition, supplying sub-totals and grand totals as required; machines based on the punched card system used for the preparation of accounts and invoices, costing, statistics, stock-control and similar services and including a punching machine, which punches holes in cards of a standard size, a verifying machine, which checks the work of the first, a sorting machine which sorts the cards into the order desired, and a tabulating machine which transfers the information from the cards into type;

installations based on addition and subtraction principles, elaborated to serve as ledger-posting machines.

The use of the machines may best be explained by describing a system for the preparation of demand notes for an electricity undertaking, the keeping of consumers' ledger accounts, and their control.

When the meter cards have been completed for the quarterly period under review they are passed to the comptometer operator. He checks the subtractions to find the consumption and prices the consumption at the standard rate per unit in force. Having been checked, the cards are handed to the punching-machine operator who punches on the standard machine cards the reference number of the consumer, the date of the reading, the meter readings for the current and previous quarters, the consumption in units, and the charge in money. After being checked on the verifying machine the cards are arranged by the sorting machine in reference number order. Machine cards will have already been punched for such items as standing charges, meter rents, hire charges, hire purchase instalments, and any credits by way of allowances due to consumers.

The tabulating machine transfers the information contained on the cards on to printed demand note forms and strikes a separate total—the amount due from the consumer—for each reference number and a grand total when all the cards have passed through the machine. When this has been completed the cards are again inserted into the tabulator which reprints the information upon specially designed forms to be retained for reference purposes. Then the cards are sorted back by the sorting machine into their various charge descriptions, and a separate total run off by the tabulator.

The demand notes are now complete except for the name and address of each consumer. These are printed on them by an addressing machine.

The demand notes are next posted to the debit of the consumers' ledger accounts, the operator of the ledger-posting machine adding any debit balances or deducting

credit balances which may appear in the balance column of the ledger account, and also keeping a progressive total of his postings on the "tally-roll" of the machine. After completing the entries, the operator strikes a total and prints it on the "tally-roll."

The cash postings to the sales ledgers are made from copies of the receipts issued to consumers each day, sorted into reference number order. The total of cash postings supplied by the "tally-roll" each day is agreed with the daily total of cash paid to the bank.

To control the postings to the sales ledgers, a special sales ledger control account is maintained. The balance of debtors outstanding at the beginning of a quarter, or whatever period is under review, is the commencing debit figure. To this is added the total of each set of debit postings supplied by the totals struck on the ledger-posting machine "tally-roll" together with any other debit postings to the individual ledger accounts, such as refund of money overpaid and the like. Similarly, the daily totals of cash postings, together with any allowances and other credit postings, such as bad debts written off, are posted to the credit of the control account. Thus, at any given date, the figure of debtors is available and it is verified at intervals by extracting the actual individual balances from the sales ledgers on the adding machine.

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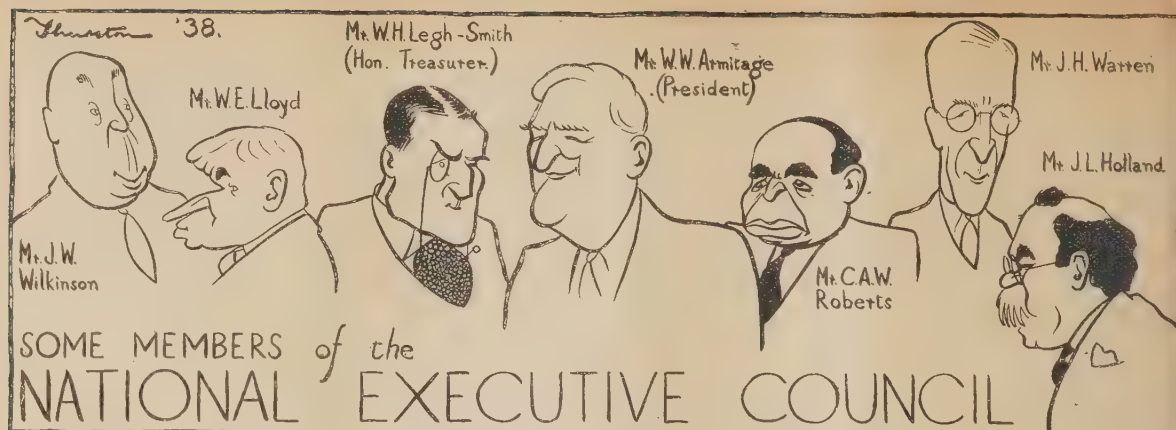
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THE NATIONAL EXECUTIVE COUNCIL met on Saturday, March 12, at the association's headquarters. This was the final meeting of the committees before the annual conference, and the annual report, conference agenda, and nominations for honorary officers were considered.

Mr. J. W. Wilkinson, chairman of the council, presided over a practically roo per cent attendance.

Mr. G. S. Fraser, who has been seriously ill for some time, was warmly welcomed on his return to normal health.

The annual report and conference agenda should by now be in the hands of all delegates to the Blackpool Conference and of members of branch executive committees. The conference agenda will be found as a supplement to this issue of the journal, and branches are reminded that amendments to notices of motion must be received at headquarters by 5 p.m. on April 15.

It was reported that Mr. C. A. W. Roberts had been invited to accept the joint chairmanship of the Study Committee on "Hospital Personnel" of the International Hospital Association, and the council expressed its appreciation of the honour conferred on Mr. Roberts and on the association.

#### SERVICE CONDITIONS AND ORGANISATION

**M**R. H. ALLEN (Chairman) presented the report of the committee which, among many other items, had discussed the position which had arisen at Aberdare, South Wales, in connection with the recognition by the urban district council of the constitution of the joint staffing committee and other matters. The committee had authorised the General Secretary to go at once to Aberdare. The seriousness of the situation was emphasised and appropriate steps to deal with it were approved.

#### Cost-of-Living

It was reported that the preliminary arrangements for the inquiry by the Civil Service Statistical and Research Bureau were now well in hand; that 951 members of the Association had agreed to co-operate, and that 334 had agreed to keep a record of clothing expenditure over a period of a year.

#### Standing Joint Committee

The Committee had considered proceedings at a meeting of this joint committee on February 5, at which 25 sectional organisations were represented, and the following matters were discussed:

A report by the Organizing Secretary (N.A.L.G.O.) on the conversations on closer working arrangements with four or five of the sectional societies.

A report from Mr. P. H. Harrold (N.A.L.G.O.) suggesting that the Joint Committee be regarded as a clearing house for all amendments to the Local Government Superannuation Act, 1937, which might be deemed desirable, and recommending that any suggestions should be forwarded to the Legal Department of N.A.L.G.O. This was agreed to.

Code of Professional Conduct; Advertising by local authorities of posts without stating salary required;

Revision of a booklet prepared in 1923, setting out the scales of salaries recommended by the sectional societies;

The question of persons leaving membership of one organisation represented on the committee whilst in arrears with their subscriptions, and transferring to another organisation also represented on the committee; and

Security of tenure.

#### Whitleyism Sub-Committee

The committee reported the proceedings of meetings of this sub-committee over which Mr. H. Allen presided. A final draft Compulsory Whitley Councils Bill had been approved, and a "White Paper" had been prepared for the annual conference on the national campaign on salaries and service conditions, setting out the position throughout the country.

#### Nursing and Public Health Staffs

It was reported that a memorandum had been drawn up and forwarded to the Interdepartmental Committee on Nursing set up by the Minister of Health and the President of the Board of Education, and that oral evidence in support of the memorandum would be given on Tuesday, March 15.

More than 20,000 copies of the "Charter" issued by the Association had been circulated. Many local authorities had considered the proposals, and in several cases improvements had been effected as a result.

#### Veterinary Officers

The committee reported on the steps taken to safeguard the interests of those Veterinary Officers who are being transferred to the service of the Ministry of Agriculture and Fisheries.

#### Occupational Disease

It was reported that the committee had decided to obtain information from branches on whether any insurance scheme was in operation locally, and to consider the matter again later.

#### EDUCATION

**T**HE Education Committee considered a report of the scholarships and post entry training sub-committee on the scholarships scheme. The National Executive Council has decided to put into operation as soon as practicable a new scheme, under which scholarships are available only for preparation for a degree or a diploma in public administration. Scholarships will be awarded on the results of these presented by candidates, followed by an interview. Full details of the scholarships scheme will be published in a future issue of LOCAL GOVERNMENT SERVICE.

The committee approved a scheme of post entry training, to be presented to Conference.

A special sub-committee was set up to consider the relationship of the National Executive Council to area education committees, the functions of those committees, and the financing of their work.

A panel of examiners for the Association's examinations was approved.

Grants were made to certain district committees in respect of educational work already undertaken.

A report on scholarships for nursing staffs was referred to the women's services (public health) committee appointed by the service conditions and organisation committee.

A report on the summer schools, details of which are given on another page, was received.

The committee received a report showing that 115 new students had enrolled for Nalgo Correspondence Institute courses in January and February.



## LAW AND PARLIAMENTARY

Mr. F. H. Harrold, chairman of the committee, reported that:

### Superannuation

The Court of Appeal had unanimously decided against the officers in a friendly action by the Thames Conservancy and members of their staff to determine superannuation rights of officials under Section 79(2) of the Land Drainage Act, 1930.

### Population (Statistics) Bill

The Registrar-General for Scotland had received a deputation from the Association of Registrars for Scotland, and an amendment to the Bill had been prepared, giving the Registrar-General power to require local authorities to increase the remuneration of salaried registrars in respect of the additional duties to be imposed on them, such increase being comparable with that which registrars in England would receive for similar duties.

### Legal Assistance

Applicants were to be informed that legal assistance would be granted in future only on the understanding that, if the proceedings succeeded, any sums received from the defendant must be devoted primarily to the discharge of costs and expenses and not to the payment of damages. Similarly, agreed terms of settlement in workmen's compensation claims must, unless the Association decides otherwise, include terms as to the payment of costs incurred by the claimant.

### Draft Food and Drugs Bill

The Minister of Health had accepted in principle amendments to a draft Food and Drugs bill issued by the Local Government and Public Health Consolidation committee, designed to extend the provisions for the compensation of officers whose appointments are determined or whose emoluments are diminished in consequence of the operation of the measure. The amendments are to be submitted to the Local Government and Public Health Consolidation committee.

### Architects' Registration Bill

The promoters had, after further negotiation, agreed to accept two more amendments to the bill, providing that:

(a) An engineer or surveyor having under his control one or more architects or persons entitled to use the title "registered architect" shall be entitled to use the word "architect" in his official designation so long as he has the control and management of the architectural work of the authority; and

(b) For the purpose of Clause 2 of the bill, a person employed by a local authority, and more particularly a person not being the head of a department, but employed in duties which include those of an architect, shall be deemed to be "practising as an architect." Clause 2 provided that a person should be entitled to be registered if his application for registration were made within two years after the commencement of the act, and if

at the commencement of the act he was or had been practising as an architect.

### Croydon Typhoid Inquiry

Mr. Dingle Foot had been instructed to appear on behalf of the members of the public health and engineers' departments and the branch had expressed appreciation for the able assistance given.

### Compensation Appeals

Since the December meeting the Minister of Health had given the following decisions on appeals submitted to him:

LOCAL GOVERNMENT ACT, 1929: Compensation granted, nil; awarded, £93; increase, £93. (The officer concerned has given £5 5s. to the Benevolent and Orphan Fund in appreciation of the assistance given him.)

COUNTY REVIEW ORDERS: (1) Compensation granted, nil; awarded, £51; increase, £51. (2) Compensation granted, £111 1s. 3d.; awarded, £130 10s.; increase, £19 8s. 9d. (3) (a) Compensation granted, nil; awarded, £1 17s. (lump sum); increase, £1 17s. (lump sum). (b) Compensation granted, nil; awarded, £3 4s.; increase, £3 4s.

The following cases had been dealt with at headquarters since the last meeting: Compensation for loss of office or emoluments, 14; conditions of service of transferred officers, 12; superannuation, 221; general legal questions (other than particular cases referred to in the agenda), 56.

### FINANCE AND GENERAL PURPOSES

MR. A. G. M. ARCHIBALD, chairman, presented the report of the Finance and General Purposes Committee. One of the chief items considered was the question of the future of Abingdon Street. The honorary treasurer submitted a comprehensive report, and in view of the proposed scheme to build a block of offices on the Abingdon Street site it was decided that the Association should buy Nos. 25 and 27, thus making it the owner of the four houses, 24-27. N.A.L.G.O. has indicated its willingness to co-operate with the Ecclesiastical Commissioners in re-building on this site. The committees of management of the ancillaries had been consulted and had agreed in principle to the purchase of the properties.

### PUBLICATIONS AND PUBLIC RELATIONS

THE report of the committee, presented by Mr. J. L. Holland, the chairman, drew particular attention to the satisfactory result of the press publicity undertaken to introduce the Nurses' Charter.

The changes made in LOCAL GOVERNMENT SERVICE had aroused interest among members and had stimulated a large flow of contributions. The Council approved further innovations, including the use of "Times Roman" type; the recording of conference business in special supplements; and the circulation of the journal amongst selected newspapers. It was decided, in response to a number of complaints, to exclude loose advertisements.

Good progress was recorded in the Association's attempt to stimulate the production of films on local government, and it was decided to make a grant to Croydon branch for the purpose and to offer £25 for a competition open to all amateur film producers.

It was reported that more than 200 branch public relations correspondents had been appointed and it was decided to arrange a meeting of correspondents during the Blackpool Conference.

### SPECIAL ACTIVITIES

THE Special Activities Committee reported in detail on improvements designed to increase still further the attractions of the Nalco Holiday Centres.

### BUILDING SOCIETY

THE Building Society Committee of Management reported that since the society was formed 20,161 members had been enrolled for paid-up and partly paid shares; 1,844 as N.A.L.G.O. depositors and 1,694 as non-member depositors.

Mr. W. E. Lloyd attended the meeting for the last time, and each member of the committee spoke of his valuable work for the society and wished him a happy retirement. Similar appreciation and good wishes were expressed to Mr. W. H. Whinnerah, who is also retiring.

### PROVIDENT SOCIETY

MR. T. NOLAN, chairman of the Provident Society Committee of Management, reported that at February 25, there were 17,927 members of the sickness scheme, compared with 16,761 at the same date in 1937. The corresponding figures for the death benefit scheme were 1,329 and 1,174, and for the hospital and nursing home scheme 5,588 and 4,880.

It was also reported that the honorary treasurer had recommended the allocation of 84d. in the shilling to members' "Rest" accounts for 1937, and this was approved.

### BENEVOLENT AND ORPHAN FUND

MR. A. G. BOLTON, chairman of the Benevolent and Orphan Fund Committee, reported that in the year ended December 31, 1937, expenditure of the fund had exceeded income by more than £3,000. A statement was submitted showing that the fund is now spending at the rate of more than £18,000 a year on weekly allowances alone, excluding sums paid to orphanages for the maintenance and education of nearly 30 children. In view of the financial position of the fund the committee felt it could not continue the increased grant of approximately 5s. a week made to widows during the winter months.

### ANCILLARIES

PROGRESS reports were submitted by Mr. R. W. Coppock on behalf of the Approved Society Committee of Management and by Mr. S. Lord as chairman of the board of management of Logomia.



# Readers' Forum



## THE WOMAN OFFICER A Plea for Equality

I expect that you will receive letters from disgruntled officers of both sexes disagreeing with Lady Simon's article—the female officer in a lower grade post, afraid of her chances of promotion should her superior be free to remain after marriage, and the jealous male officer who, fearing the competition of the clever woman, thinks that woman's place is in the home. But as Lady Simon points out, our professions will be the losers if a large number of promising officers leave them before the age of 30 and if those who remain are constantly irritated by unequal rates of pay and few chances of securing organising and administrative posts. Why should we regard with equanimity the married woman artist, author or actress, the dressmaker and the woman who shares the management of her husband's business? The more married a film star, the greater seems to be the adulation accorded her, but the married woman local government officer is a *rara avis* and regarded as one of prey at that.

There is scarcely a job in the world that does not benefit from being shared by the sexes. As local government officials we have to remember that our job is to serve the public in as vital a capacity as possible and the public, being two-sexed, is best served by a working partnership of men and women on an equal footing, giving this service because they know what real service means, for they themselves lead full and satisfying lives. If women are to be penalised because of their sex, by lower pay, less opportunity and enforced resignation on marriage, this will be no comradeship of service but merely a hotch-potch of dissatisfaction and back-biting, where sexual diffidence and antagonism detract from the service offered to our employers, the public.

Equality of pay is already an accomplished fact for those of us who work for the more farseeing authorities, but equality of opportunity to hold important posts and the removal of the marriage bar seem very far away.

Lady Simon urges the woman officer to fight for equality and to enlist the help of our male colleagues. I suggest that we also secure the co-operation of our married sisters, those who have resigned on marriage from choice and coercion. Too often their attitude is "Well, I had to resign, why shouldn't she?" What we want, and what all women, single or married, must be urged to work for is freedom of choice. Some women prefer to give up a career in local government service to take up the profession of house-keeping. But this is frequently not a full-time occupation. Such women have the time to help us. Persuade them to

take an active interest in local government service—to vote, to get co-opted on committees, or, better still, to put up for the Council, where they can make their influence felt in securing monetary equality of the sexes, equal opportunities

*The great volume of correspondence, combined with restrictions on space, has compelled us to hold over many letters and drastically to curtail the length of those published.*

*May we urge correspondents to express their views as concisely as possible. Only if this is done can "Readers' Forum" achieve its object of giving publicity to a wider range of opinion.*

*The prize of half a guinea for the most interesting letter of the month is awarded to Miss Hilda E. Woolcock.*

for advancement and freedom of choice for the woman officer with regard to her sex life and marriage.

HYLDA E. WOOLCOCK.

White House, Crendon Park,  
Southborough.

## Equality Opposed

The article by Lady (Ernest) Simon, on the woman officer in the March Journal particularly interested me, as I have frequently argued that it is not desirable to increase the present number of women officers. Most careers to-day have been invaded by women and the clerical profession has been hit the hardest. Being an ordinary clerk is hardly worth the candle these days. Women, in many instances, work for lower salaries, and consequently prevent men from securing a decent job.

I fully realise that it is essential to have women for such services as health visiting, school teaching, etc., but it is unnecessary to fill our municipal offices with women clerks. Are members of the N.A.L.G.O. going to sit down and allow their bread and butter to be taken from them by hordes of females who are clamouring to get into local government service? I am not a woman-hater, but when I see good-charactered men of ability lined up at the Employment Exchange in the hope of getting even a temporary job, while dozens of females trip by to offices, my blood begins to warm up.

"WIDE AWAKE."

Croydon.

## AIR RAID PRECAUTIONS Need for Anti-Gas Measures

Criticism can be levelled at the measures recommended by the Air Raid Precautions Dept., but those of "D. H. B." are made ridiculous by his lack of knowledge, and consequently of any sense of proportion.

The statement that gas attack is less to be feared than attack with incendiary and high explosive bombs is true only when the attack is against a population instructed in defence against it, and provided with the means to protect itself. Against an unprotected population the result of a gas attack would obviously be ghastly, and it is because of the comparative safety against this particular form of attack that instruction and precautionary measures give that so much emphasis is laid upon it.

The high explosive bomb which D. H. B. refers to as "average," requiring a thickness of 20 feet of concrete as protection against it, is a bomb of the heaviest character that can be carried by aircraft, and having a semi-armour-piercing nose—in other words, a projectile so heavy and expensive that it can be expected to be used only against special targets such as munitions factories, railway junctions, etc. The H.E. bomb likely to be directed against the civilian population is one up to 500 lbs. in weight, having a delay-action fuse, protection against which can be afforded by about five feet of concrete as a roof or by the basement of a multi-storied building.

Neither against direct hits from this type of bomb nor against incendiary bombs, can we assure the public that "they will be all right" in their gas-protected refuge rooms; casualties will occur, and houses will be set on fire. But this does not alter the fact that with protective measures and fire-fighting equipment, the results of attack can be minimised, even in the ordinary house.

The civilian respirators will not give unlimited protection against high concentrations of gas, and it requires careful handling. But this applies to a greater or lesser degree to any respirator, and there is no doubt that, provided the wearer does not remain for hours with his nose over a gas bomb crater, and handles his respirator with care, the civilian respirator will give effective protection against any known war gas, including the arsenical smokes.

If "D. H. B." will keep out of the way in his protected refuge room, he will be relatively safe. If he can persuade the Government to spend £1,000 millions on shelters, he will, of course, be safer still, but this should not prevent him from advocating the measures that have been recommended and are being provided for. Rotherham. "INSTRUCTOR (C.A.G.S.)."



April, 1938

**Could Shelters Suffice?**

As a voluntary air raid warden in Manchester's A.R.P. scheme, I would like to reply to "D. H. B."

The authorities, as he states, have faced the air raid dangers as (i) high explosive bombs, (ii) incendiary bombs, and (iii) gas bombs. But, as far as the A.R.P. authorities are concerned, gas is the only one of the three which can be effectively dealt with. In spite of H.E. being the most dangerous, it is, paradoxically, not the one to cause the greatest panic. To be within the bursting range of a H.E. bomb is just "bad luck and cheerio," but outside that range you are safe. But gas can spread over huge areas, contaminating everything in its path.

D. H. B. advocates bomb-proof shelters to accommodate, I presume, the whole of the population—surely a herculean task! What I consider a ridiculously low estimate of cost. But will bomb-proof shelters suffice? We now know that they require 20 feet of reinforced concrete to withstand a direct hit from a 500 pound H.E. bomb, but it needs much more for one of the armour-piercing type, and if the latest 24-ton H.E. bombs are used (we are assured they can be) will require 60 feet of reinforced concrete to protect our dug-outs. But this is not so bad as that; H.E. will certainly not be directed on civilians, it is so wasteful—but gas *will*. That is why the major portion of the A.R.P. instruction is anti-gas.

I suggest that D. H. B. has been badly misinformed about respirators. The civilian respirator (to be issued free) costs the Government 2s. 6d., and the duty respirator (worn by wardens) costs only £3, but 10s. The civilian respirator is only for use in strict emergency. No civilian will be allowed to be out in gas concentrations, while the street warden will be required to reconnoitre immediately after a raid to discover gas concentrations and arrange for their removal or dispersal. But the civilian respirator is not small, it has efficient head-straps, two at each side to go over and under the ear, and a third strap to go over the top of the head, all meeting at the back and holding the face-piece firmly in position; the eye-piece is not celluloid but cellulose acetate. True, the discharged breath passes out at the side of the face-piece, but the effectiveness of the respirator in any gas is never in doubt—it has been tried out in a high concentration of chlorine by the police instructors to the A.R.P. scheme.

Again, "D. H. B.'s" average room for gas-proofing has two windows, three doors, and a fireplace. Surely the average room has one door, one window, and a fireplace. He is not expected to gas-proof a room while an air raid is on, any more than we should expect the Government to start making munitions *after* war had been declared. He can make all the apparatus for gas-proofing his room in his own time, cheaply, and generally from his lumber room, and it can be used in emergency at a moment's notice, even in a bed-sitting-room lodging. An average room of 10 feet by 10 feet by 8 feet, when gas-proofed, will provide 5 people with sufficient air for 12 hours.

May I respectfully suggest to D. H. B. that he volunteer to serve as a street warden, go with an open mind to learn all that the fine body of instructors can teach him, and, in future, endeavour to spread a spirit of confidence among the public instead of one of panic?

A. S. W.

Manchester.

**The Conscientious Objector.**

What treatment is likely to be meted out to municipal officers who refuse to take part in A.R.P. training on grounds of conscience? I feel sure there must be many who think that such training is definitely preparation for war, and is therefore against their principles.

X. Y. Z.

Thornton Heath.

**MORE "UNDERDOGS"****A Reply to Mr. Warren**

The Mr. Mell—Mr. Warren argument has tended to revert to the well-worn theme; quoting Mr. Warren: "If the big man is primarily concerned to maintain his own status and standards, does he not buttress them by maintaining the little man's?" There is nothing in history to support this theory.

The "worth," "prestige," "splendour," "glory," or whatever you may wish to call it, of any position depends solely on the height to which it has soared above the level of the common man. Any advance of the standard of the "underdog" automatically diminishes the "prestige" of the higher jobs. The awe-inspiring presence of the General is due to the immense gulf between him and the private soldier.

Local government chiefs, being human, wish their particular jobs to be looked up to as much as possible, and can hardly be expected to view with enthusiasm any advance of the rank and file towards the pinnacle of the big man. So, while human psychology remains as it is—and it has not altered much in this respect during the last few centuries—I do not think the "big man" on the N.A.L.G.O. council can fairly represent the "underdog."

Close thy Morris, O Elder; open thy Freud.

P. H. H. BRYAN.

Portishead, Somerset.

**More Rank and File Needed**

If we are to have men who will fight for the greatest good of the greatest number, and a square deal for every officer, we must have more representatives from the rank and file. Apathy is the greatest evil amongst us.

Once a year we are asked to elect representatives on the N.E.C. Of those seeking election, what do we know? Let every aspirant to office have his say in the columns of LOCAL GOVERNMENT SERVICE. As things are at present we might as well stick a pin in the ballot paper to select our representatives. In the past N.A.L.G.O. has done great things. Greater still can be achieved by electing to the N.E.C. men who will spare no effort to secure for their colleagues the best that can be attained. A new spirit is needed.

"NALGO."

Accrington.

**A NEW IDEA in INSURANCE****N.A.L.G.O.'s Policy Explained**

It would appear from R.B.N.'s letter in your March number that he has not been blessed with the usual amount of intelligence attributed to local government officers.

In my opinion, one of the greatest attractions of the N.A.L.G.O. Insurance Department is that any member interested in Life or any other form of insurance is given all possible information, but, at the same time, he is not pestered by agents trying to explain verbally what I, for one, prefer to have in black and white.

So far as I can see the explanation is quite simple. According to the leaflet a 30-year Policy for £1,000, providing an income if death occurs within 30 years, costs £3 5s. per month. Calculating from the prospectus, it will be seen that the premium for a 20-year Policy providing an income within 20 years is £3 17s. 6d. per month.

A POLICY-HOLDER.

Liverpool.

The reader is referred to the advertisement on Page 135.

**BRANCH MAGAZINES****Editors' Meeting at Blackpool**

Our letter in the January number suggesting a meeting of editors of branch magazines has met with a most favourable response. Through the courtesy of the Blackpool branch, the conference organisers, the meeting will be held at 8.0 p.m. on Sunday, June 5.

From the replies received, it was clear that an informal meeting was preferred, similar to that held at Aberdeen in 1936. The following programme is therefore being submitted to editors for their consideration and we should be delighted to hear from others who, as yet, may not have communicated with us.

The meeting will open with a general chat, followed by a short address from the editor of LOCAL GOVERNMENT SERVICE. Then, to form a basis for discussion, two short papers will be read: "What a Branch Journal Should Be" by E. L. Packer, editor of "Civic," Wolverhampton, and "Preparing the Next Edition" by Norman H. Rogers, of Croydon. These papers should lead to examination of such questions as greater co-operation by editors, the pooling of suitable copy, and the desirability of branches issuing journals in the interests of (a) the Service and (b) the community.

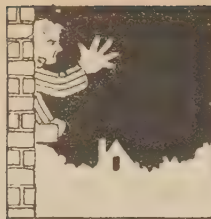
In addition to stimulating thought and interest among editors of existing magazines the meeting should prove of great assistance to branches which have considered the publication of a magazine. We would repeat our request that editors or branch secretaries interested should communicate with any of the undersigned, who will be glad to supply further particulars.

M. J. MILES, Editor "Camera Principis," Council House, Coventry.

NORMAN H. ROGERS, Editor "Calling Croydon," Town Hall, Croydon.

FRANK BLAIR, Editor "The Guildman," Civic Hall, Leeds.





# FROM MY BOOKSHELF

By Jonas Praps.



## Alarums and Excursions.

It would not be fair to say that the best part of "Two Lugs on a Lugger," by George Dromgold (Hutchinson, 12s. 6d.), is the pictures, though that perhaps might be the highest praise as the book is a record of his expedition to the South Seas to get pictures for a Hollywood film. The incidents are interesting, though not exciting, and the descriptive part is good.

In quite a different atmosphere is F. D. Ommanney's "South Latitude" (Longmans, 9s. 6d.). It is one of the most entertaining books of Antarctic experiences I have read. It is hardly loaded at all with scientific data but is a perfectly human book of life and personal adventures in Discovery II in the Weddell Sea in 1929. There is a good description of the party's escape from being crushed between ice floes.

Barbara Board says she went to Egypt to find out how the country is enjoying its new freedom. She is no stranger to Eastern life and just travelled about in various ways in search of experience. "News-girl in Egypt" (Joseph, 12s. 6d.) is the result, and the tale is charmingly told: the writer makes you feel she is just talking at your side. This perhaps accounts for the rather sketchy character of the book. The illustrations, though few, have been selected with taste.

My readers should not miss Lilian Mowrer's "Journalist's Wife" (Heinemann, 12s. 6d.). Mrs. Mowrer's husband is on the staff of the Chicago "Daily News," and for some twenty years she has shared his travels, experiences, and dangers in many parts of the world, bringing their child up accustomed to this roving life. The authoress, in addition to recording their movements, brings to bear upon the political situations of European countries a lively and critical observation.

Sir Peter Chalmers Mitchell sought retirement in his reclining years in a charming villa in Malaga, but his peace was shortly afterwards disturbed by the war. It was his intention to write a documentary work on the war but the records were destroyed in an air raid. It would be terrible to say that this was fortunate, but this fortuitous circumstance has given us, in place of the intended historical work, a very entrancing account of his experiences from memory. "My House in Malaga" (Faber & Faber, 8s. 6d.) contains, of course, much of the horrors of the war but much also which is pleasingly personal.

A young American student, after a year at Vienna, spontaneously replied to a question at a dinner in England as to his immediate movements: "I'm going round the world on a motor-cycle." This was the impulsive start of his

"two-cylinder Odyssey." The cycle was specially fitted and on it the author, Robert E. Fulton, did 40,000 miles round the world. His adventures are told in "One-man Caravan" (Harrap, 12s. 6d.). The book is entertainingly written with a much greater impression of sincerity and command of language than many of the numerous adventures in travel which appear so regularly. The illustrations are very good.

## In Lighter Vein

There are quite a few recent novels worthy of attention. H. A. Vachell has not flooded the market of late, indeed, the production of "Lord Samarkand" (Cassell, 8s. 6d.), has occupied him for many years. It is an excellent portrait typifying the mark of the public school product in the man who becomes a Press leader. There is the not unknown marriage tangle and the delineation of all the main characters is good.

By way of contrast, sandwich J. L. Hodson's "Mr. Arkwright's Marriage" (Gollancz, 7s. 6d.) between Vachell and Howard Spring. He still writes of natives of the County Palatine and his topic is in the nature of a warning against the wiles of widows. Susceptible widowers should in future beware of sea cruises.

One expects a serious theme in Howard Spring's novels. In "O Absalom!" (Collins, 8s. 6d.) are described the attempts and failures of two fathers to give opportunities and comforts in life (denied to them in their youth) to their sons. The result in their lives is tragedy, but the picture of life in England and Ireland over the last fifty years is perfect in its artistry.

## Personal Experiences.

Few writers of history can depict the atmosphere of French court life better than M. Coryn. An earlier portrait of Bertrand du Guesclin is unforgettable. "Knave of Hearts" (Butterworth, 15s.) comes a little nearer our own times and tells the romantic adventures of Count de Lauzan, "gentleman of Gascony." The subject is not nearly so attractive as Bertrand but the intrigues, loves, hates and excesses of the times of Louis XIV are made to live.

A stream gently meandering down the hill, half stopping to observe each nook and eddy seems to fit the personal wanderings of Frederick Niven in "Coloured Spectacles" (Collins, 10s. 6d.). In contemplative fashion he tells the story of his life, philosophising the while, on its happenings. It is all very delightful and he touched one of my soft spots in his praise of Alexander Smith. Have you read Smith's "Dreamthorp"? If not, you have missed a classic. If you have read and don't like it, you won't like "Coloured Spectacles."



By Neville Hobson

## CONTRACT OR AUCTION

THE advent of Bridge leagues in various large towns indicates the steady growth of Contract. For many years there was a definite reaction on the part of old Auction players against the artificialities and subtleties of Contract, but evolution goes its steady way in the realm of cards as in other things, and those who stick to Auction are finding it more and more difficult to get a wide range of play.

In many places the main industrial concerns have formed a Contract league and play duplicate matches against each other once a week, and there can be no doubt as to the improvement in the general standards of play which such competitions produce.

I would urge those who are still hesitating "on the brink" to make the plunge and take up Contract. There is no need to worry unduly about the more involved conventions, and the literature necessary to be digested need only be limited and quite inexpensive.

**Books:** Mr. Manning-Foster has published a "baby" book on Contract at 1s. and Mr. Harold Thorn is the author of "Complete Contract Bridge," "Contract Bridge in Twenty Minutes," and "Advanced Contract Bridge Simplified," all at the same price. The Laws of Contract Bridge are published at 1s., and the main principles of bidding and play can be learned in a few evenings with the aid of an experienced coach.

**Tuition:** There is now little difficulty in obtaining advice from qualified instructors. Application to any recognised Bridge club will produce the name and address of someone who, for a reasonable fee, will give lessons. It may be of assistance, however, to set out a summary of some of the essentials of Contract.

No scores can be recorded below the line (to count towards game) except such as have been actually bid. If, therefore, South and North stop at 3 Hearts, but obtain 4, they can only enter the part score of 3 below the line, taking a small bonus for the additional trick.

It is necessary to learn the Honour trick valuation. There are 8 of these, and the combined holding of about 5½ honour tricks should win an average game.

An opening bid normally indicates 2½ Honour tricks, e.g. an Ace, King; plus a guarded King.

Such a bid can be supported by one's partner when holding 1½ Honour tricks (e.g. A, Q).

A player over-calling his partner with a "jump bid" in another suit indicates a demand to continue the bidding to game. For instance, if South bids One Heart, a bid of 2 Spades by North requires the bidding to be kept open till a game score is reached.



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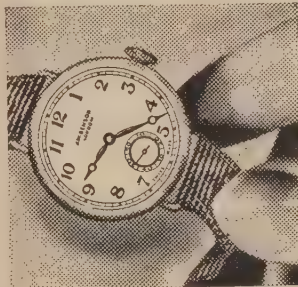
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**4/-** WITH ORDER can make you the owner of this £4.4.0 Solid 9-ct. Gold wrist watch. Balance of price in 8 monthly sums of 10/-. It has a fully-jewelled lever movement covered by Benson's full written guarantee and is a wonderful timekeeper. Moire silk band with gold snap fastening. Post coupon for FREE wrist watch catalogue.

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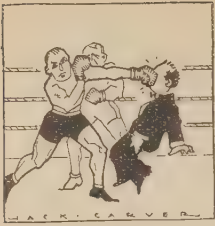
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# AT RANDOM

By "HYPERION"

*I divide the world into three classes: The few who make things happen; the many who watch things happen; and the overwhelming majority who have no idea of what happens.*

NICHOLAS MURRAY BUTLER.

## Local Government in the Past

In that amusing collection of stories and *bons mots* "Laugh With Me," Sir Seymour Hicks includes one tale about local government—in the past.

Many years ago the noise round about St. Paul's Cathedral, owing to the cobblestones, had made life unbearable to the City merchants who slept on their premises, and a committee was formed to consider ways and means (or "explore every avenue") to alleviate the nuisance. One of the members of the committee was the famous wit, Douglas Jerrold, friend of Thomas Hood and Charles Dickens. After prolonged discussion the committee decided that a wooden pavement should be substituted for the offending cobbles. Two city aldermen, however, while half-heartedly agreeing with the proposal, refused to think the change practicable, and turning to Jerrold for support, said: "A wooden pavement, how can this possibly be?" "Oh," said Jerrold, "I see no difficulty. If you two gentlemen will put your heads together the thing is done!"

## Heart cry from Shropshire.

My typist has gone on hir holiday  
My tipyst has gohn on a spree,  
Mx typish hap gone oh hyr haliduy,  
O gring bacq m! hypist to me.  
Bling bac? oK f'ring back  
Oh bynK b4cK my tipisth to mi tu mo.  
Brung bicq ocsling 8acK  
Oh blynK ba'K mg t4pys? tp m4 O demn.  
PAUL DEHN, Columnist of the "Sunday Referee."

## From a Church Notice Board.

February 20.—"What is Sin?"  
February 27.—"The Greatest Thing in the World."

## From the Pulpit.

As wee Tommy heard it: "The wicked flea, when no man pursueth but the righteous, is bold as a lion."

## Mistaken Identity.

A young kindergarten teacher, very popular with her children, frequently met their parents, and thought she recognised one parent on entering a tram, recently.

"Why, how do you do, Mr. Brown?" she said, in her most cordial way.

As the man addressed, evidently did not know her, and looked rather dazed, she saw her mistake and hurriedly apologised, saying, "Oh, I beg your pardon. I thought you were the father of one of my children."

## Brevities.

Men are like cellophane—transparent but hard to remove once you get wrapped up in them.

Indian chief's definition of skiing: "Whoosh! Then walk a mile."

Message written by Noel Coward on a postcard showing a picture of the Venus de Milo: "You see what will happen to you if you keep on biting your nails!"

Knitting gives women something to think about when they're talking.

## Dirty Dog.

At night my wife and I did fall out about the dog's being put down in the cellar, which I had a mind to have done because of his fouling the house, and I would have my will; and so we went to bed and lay all night in a quarrel.

Samuel Pepys.

## More Malapropisms.

An alderman, chairman of the Allotments committee, was giving a prize of £5 for the best-kept allotment. At the meeting of the committee he told the members that he was giving this prize and asked that the fund be *argumented* to give the people a greater *insensitive*.

## Relative Values.

1. A young man was given a car by his uncle for the purpose of travelling for the family business.

"Remember," said his uncle, as a parting admonition, "that £200 and your life are at stake!"

2. Notice outside Chelsea butcher's shop:

"English rabbits, 1s. 4d.; English tripe, 8d.; English brains, 4d."

## Food Fad.

She has no patience with soup, says no meal should be built on a lake . . .

## Limerick.

A yodeller down in Miami  
Hi-lee'd and hi-lo'd to his mammy;

When he heard people hiss

"But your yodelling's 'Swiss!'"

He swapped his mamma for a chamois.

Morris Bishop.

## Epigram.

The Philatelist Royal  
Was always too loyal  
To say what he honestly  
Thought of Philately.  
Robert Grave.

## This Month's "Bull."

Patriotism, my friends, is the backbone of the empire, and what we ought to do is train that backbone and bring it to the front.—Poster displayed in Manchester.

## Split Infinitives.

Have I ever seen infinitive split so gloriously, asks a correspondent from Walthamstow, as the following notice exhibited in the Hammersmith Public Library?

"It is an offence under the By-laws to carelessly or negligently soil, tear, cut, deface, write upon, damage, injure or destroy any Book . . . in the Library."

Yes, sir. There is the deafening split infinitive, relating to the purpose of a book, which Dr. Fowler quotes in his *Modern English Usage*.

"It's main idea is to historically, even when events are maturing, and divinely—from the Divine point of view—impeach the European system of Church and State."

## Cracked.

Italian Accompanist (speaking of the soprano for whom he plays):

"I playa de white notes, I playa de black notes, but she always sing in de cracks."

## Truncated Councillor.

The — Borough Council invites offers for the purchase of Council Chamber seating, comprising mahogany benches for seventy-two members constructed in sections . . .

Advertisement in The Municipal Review.



"And, Miss Smith, I will not have you come here in such a ridiculous hat."



pril 1938

FORUM



"Well, I must run and sit on my committee now, Emily!"

(By courtesy of the "Evening Standard")

### Delight on Football Pools.

My wife, who takes no interest in football and thinks that the Arsenal is something to do with the Re-armament programme, went into a newspaper shop one afternoon to buy an evening newspaper.

"I haven't got the results yet, dearie," said the woman behind the counter.

"What results?"

"Why, the football results, of course."

"I don't want the football results—I want the news."

"Oh, the news," said the woman scornfully.

\* \* \*

### Story of a Heavy-weight.

In a broadcast talk, Mr. Victor Bridges related a story told him by James Corbett, once heavy-weight champion of the World. Just after I'd beaten John L. Sullivan I happened to be walking along a street in New York with a little dawg o' mine, and all of a sudden I come over hungry. Well, I turns into a restaurant where there is a great, big guy in his shirt sleeves—the proprietor, I guess—and as I come in he yells: "You can't have a dawg in here." I didn't take no notice of him: I just went and sat down at a table and I says, "I want a steak." He comes up lookin' a bit ugly and says, "Didn't you hear what I said. You can't have a dawg in here." "I don't want a dog," I says, "I want a steak." "With that the big guy starts rollin' up his shirt sleeves. 'What you want,' he says, 'is chuckin' out.' At that moment the door opens and in comes a gentleman who knows me. 'Jim,' he shouts, 'Jim Corbett. How are you, old sport?' When the big guy hears that, his face turns a kind o' dirty green. 'Jim Corbett?' he says. 'What's the prizefighter?' 'That's me,' I says. 'Yessir,' he says, very quick. 'A steak I think you said, sir. And what about the little dawg have?'

From "The Listener."

## Competition.

### "Clerihews"

COMPETITORS were asked to compose "Clerihews" on the Town Clerk, the Borough Surveyor, the Sanitary Inspector, the City Librarian, the Public Assistance Officer, the President of N.A.L.G.O., and the Inspector of Nuisances.

Many, ignoring the example given, sent limericks and other jingles; still more missed the essential point of the "Clerihew"—that it should be a form of epigram.

#### APRIL COMPETITION

Mr. Aloysius Muddlewick, borough Librarian at Merehaven, has just read a report of a Council meeting at which Mrs. Councillor Grundy, belligerent president of the Women's Purity League, has demanded his dismissal for permitting immoral books in his library, when that formidable lady telephones and asks him to send her her "two books fit for my daughter to read—if you have two on your polluted shelves." He hastily selects two volumes from his private cupboard, but when the parcel has gone discovers to his horror that, in place of the innocuous books he had intended, he has sent an illustrated eulogy of nudism and the works of Mr. Francis Rabelais. We offer a first prize of £1 1s. 0d. and a second prize of 10s. 6d. for the best letter from Mr. Muddlewick to Mrs. Grundy explaining his mistake.

telling something of the personality and work of the victim. In the circumstances we think it fairest to divide the prize money equally between the senders of the following:

The City Librarian,  
Although a strict vegetarian,  
Likes books that are bloody,  
He shouldn't, should he?

W. G. Harrison, Devonport.

Our Borough Surveyor  
Puts layer after layer  
Of tarmac on the highway,  
But he never seems to do it out my way.

L. G. Macy, East Ham.

The Borough Surveyor  
Is expected to plan  
Houses and Things  
Which only Architects can.

G. M. Watt, Maidstone.

The Sanitary Inspector,  
A keen insect collector,  
Often performed "strip tease"  
On account of bugs and fleas.

J. E. Smith, Walsall.

The Public Assistance Officer  
Must be a philosopher,  
To learn which of the poor  
Really need more.

J. L. G. Howkins, Oxford.

The Borough Surveyor  
Was a very bad payer.  
When a man sued him for debt  
He offered to do his private street  
works nett.

C. E. Staddon, Beckenham.

(Continued at foot of next column)

## FILMS TO SEE THIS MONTH

### Pick of the April Releases

Marie Walewska, M.G.M.—The tragic love story of a young and ardent Polish patriot who falls in love with Napoleon, believing that he is the saviour of her country. Greta Garbo as the countess and Charles Boyer as Napoleon give intelligent performances, but are somewhat handicapped by lack of action. The photography is good.

Dead End, United Artists.—A film of action set on the Manhattan waterfront, with Sylvia Sidney and Joel McCrea in a moving struggle to overcome the sordidness of their surroundings. Humphrey Bogart plays a successful but disillusioned gangster who is idolised by the children as a hero. A gripping film if you can look at the shady side of life.

Stand-In, United Artists.—Brilliant and amusing satire in which Hollywood laughs at itself. Leslie Howard as a modest young mathematician saves Colossal, a film studio on the verge of bankruptcy. Joan Blondell puts over some neat wisecracking. Cast includes Humphrey Bogart and Alan Mowbray.

Return of the Scarlet Pimpernel, United Artists.—Sophie Stewart, as Lady Blakeney, is kidnapped and shipped to France, to be followed and rescued after many adventures by her husband, Barry K. Barnes, the hero of Baroness Orczy's famous story. Francis Lister is a suavely polished Chauvelin, the villain, but Henry Oscar steals the picture with a realistic study of Robespierre.

Angel, Paramount.—A romantic comedy in which Marlene Dietrich plays the part of a bored wife who reforms her inattentive husband by secretly flying to Paris and meeting another admirer. There are some humorous moments with Edward Everett Horton. Also in cast Herbert Marshall and Melynn Douglas.

Mutiny of the Elsinore, A.B.C.—An exciting story of murder and mutiny on the last of the windjammers with Lyn Harding, Paul Lukas, and Kathleen Kelly as stars. The picture has some brutal scenes which make it unsuitable for children and sensitive people.

Dinner at the Ritz, 20th Century Fox.—Annabella, as the daughter of a murdered banker, who attempts to find her father's killers, finally meets romance in Paul de Brack, a Government investigator, played by David Niven. Good acting in an effective thriller.

(continued from previous column)

But for his breach of the rules in his first line Victor G. Sharp, Wanstead, would have won a prize with:

The Town Clerk of Much Oddum  
Calls his typist "Moddum";  
He was a hairdresser  
When "Much" was "Lesser."

C. N. Jauncey, Stafford, wins honourable mention for:

The President of Nalgo  
Said to a pal "Go  
And tell my wife how late I'll be—  
Er—tell her I'm attending an N.E.C."



## Education Page

# Plans for Summer and Week-end Schools

**D**URING the past few months there has been ample evidence that readers of "Local Government Service" would welcome a page devoted to educational matters, including the Association's educational activities. Members of the Association, and particularly members of Area Education Committees, are requested to forward to the Education Secretary items of educational news which are likely to be of general interest to all readers.

### Summer Schools for 1938

The Association is arranging for three Summer Schools this year:

**Scotland.**—At St. Andrews University, from June 18 to 25. Students will be accommodated at St. Salvator's Hall. Lectures will be delivered by Professor Fraser, of the Chair of Economics, Aberdeen University, and Dr. Pryde, lecturer in Scottish history, Glasgow University.

After-dinner talks will be given by Mr. A. G. M. Archibald, Mr. H. G. Pope, City Assessor of Aberdeen, Dr. Finlayson, of Falkirk, and Mr. Robert Wood, M.A., Director of Education for Berwickshire. Fees 9s. 6d. per day.

**England and Wales.**—At the University College of North Wales, Bangor, from July 16 to 23. The lectures will deal with the history of local government, giving the background of modern administration, present-day problems, the central authority, the local authority and the community, and public relations, including the relationship between the ratepayer and the local government officer. They will be delivered by Dr. Ivor Jennings, M.A., J.L.B., LL.D., barrister-at-law, Reader in English Law at the University of London; Mr. T. S. Simey, M.A., Lecturer in Public Administration at the University of Liverpool; and Mr. James Taylor, F.L.A.P.A., City Development Officer, Coventry. Fees, 12s. 6d. a day.

**Berlin.**—At the Kommunalwissenschaftliches Institut at Berlin University, from June 25 to July 2. The lectures, delivered by eminent authorities, in English, will deal with the development of public administration in Germany and the changes in local government since 1935; the duties and functions of the German communes; the economic services of the communes; educational services; unemployment relief; town planning, housing, streets and highways, and the administration of the city of Berlin. Fees, £9 for the week, inclusive of accommodation, meals, and travelling expenses.

The summer schools booklet, giving full details of the schools, may be obtained from Headquarters.

### Essay Competitions

Two essay competitions will be held in connection with the Summer Schools, for the Sir George Chrystal Prize and the J. E. Highton Memorial Prize. The competitions are open to all members of

the Association and two prizes will be awarded in each:

Class 1—for officers earning less than £250 a year.

Class 2—for officers earning more than £250 a year.

Particulars may be obtained from Headquarters or from the Scottish Divisional Secretary.

### Sir Arthur Robinson

Sir Arthur Robinson, then Permanent Secretary to the Ministry of Health, opened the Association's first Summer School in 1930. He was impressed by the contribution of the Summer School movement to the study of local government, and offered prizes for an essay competition in connection with the school. Sir Arthur now feels that it is time for him to hand on the torch.

In response to a letter of thanks from the Association, he writes: "It has been a real pleasure to me to do what I can for N.A.L.G.O., believing as I did in its great possibilities for good and having confidence in the soundness of mind of those who lead it."

It is gratifying to report that Sir George Chrystal, Permanent Secretary to the Ministry of Health, has kindly consented to associate his name with the prize essay competition.

### Week-end Schools

The following Week-end Schools have been arranged:

**Scotland.**—On April 15 at Ascog Hall, near Rothesay. Speakers: Bailie Hood, Glasgow, on "Education—Yesterday, To-day, and To-morrow"; and Treasurer Morrison, Aberdeen, on "Housing and Town-Planning." Fees, £1. Details from the Scottish Divisional Secretary.

**North-Western.**—On April 2 and 3 at the N.A.L.G.O. private hotel, Cefn y

Mynach, Rhos-on-Sea, arranged jointly by the Liverpool, Manchester and District, Chester and North Wales area education committees. Full details from branch education correspondents.

**North-Eastern.**—On April 2 and 3 at Henderson Hall, Newcastle (King's College Men's Hall of Residence). Lord Eustace Percy will open the school and the Lord Mayor of Newcastle, Alderman Gilbert Oliver, J.P., will preside. Lectures will be delivered by Mr. A. N. Shimmin, M.A., Lecturer in Economics, University of Leeds, on "The Co-ordination of Central and Local Government Services" and "The Finance of Public Services."

A film exhibition has been arranged. The President of the Newcastle Branch, Mr. J. F. C. Solomon, City Property Surveyor, has presented a prize of one guinea for an essay on "Impressions at the Week-end School."

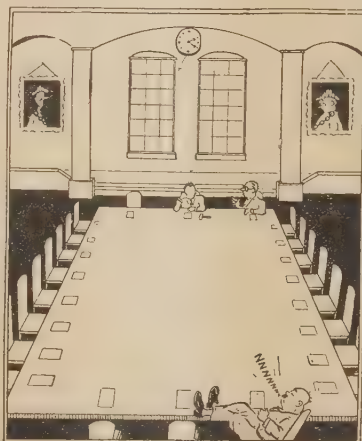
**Yorkshire.**—On April 23 and 24 at Bingley Training College. Mr. A. N. Shimmin, M.A., will lecture on "The Co-ordination of Central and Local Government Services" and "The Finances of Public Services." Discussions will follow each lecture. Mr. B. Kenyon, B.A., will lecture on "Local Government Law."

**The Eastern District Area Education Committee** organised a Week-end School on March 19 and 20 at Magdalene College, Cambridge. Lectures were delivered by Mrs. Tappan Holland of Girton College, Lecturer in Economics at Cambridge University, on "The Relations between Central and Local Government Finance," and by Mr. J. H. Smith, LL.D., D.Litt., Clerk of the Woking Urban District Council, on "Effects of Social and Economic Changes on Local Government." The chair was taken at both lectures by Mr. E. W. Woodhead, M.A., Director of Education, Norwich. A film display was given.

**Southern District Committee Scholarships.**—The Committee offers not less than one and not more than two scholarships open to members of the Association in the Southern District. The scholarships, tenable at one of the summer schools, will be valued at £5 in the case of the English school and £8 in the case of the Berlin school. Details obtainable from the secretary of the District Committee and branch secretaries.

**North-Eastern District Area Education Committee** is organising an essay competition for members in the district. Prizes of three and two guineas are to be awarded, the prize money to be spent on books approved by the committee.

**Metropolitan District Area Education Committee.**—The district has been divided into five areas with a group committee. It is hoped that members of branches which have not yet appointed representatives to the group committee will hasten to do so. The area committee is consolidating its position and considering a programme for next winter.



"Yes, Mr. Chairman, the Arsenal are playing at home, that probably accounts for it."



**PLAN  
YOUR  
CAREER**



**in Local Government**

*With the*

**Nalgo Correspondence Institute**

24, Abingdon St.,  
London, S.W.1.

**COLLEGE of PRECEPTORS**  
**— Senior Certificate —**

satisfies the preliminary requirements of most bodies examining in local government subjects.

Courses for most of the subjects in the syllabus have been prepared by the Nalgo Correspondence Institute.

Full details will be given on request.

**BETTER HOMES THIS YEAR**

Spring, bringing a new selection of lighter, healthier, easier-to-keep-clean, houses, will tempt everyone to forsake the older neighbourhoods.

The Nalgo Building Society can help all members to enjoy better homes, by providing funds where necessary.

Advances are made at  $4\frac{1}{2}\%$ , and  $4\frac{1}{4}\%$  where an amount not exceeding two-thirds of the value is required. Advances of 100% are made in approved cases.

The Society will consider an application from a member who desires to erect a house to his own design.

*Prospectus and "100 % Advance" booklet sent on request.*

**Nalgo Building Society,**  
24, Abingdon Street, London, S.W.1



# Headquarters Announcements

**N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. Telephone: WHitehall 9351. Telegrams: Natassoc, Parl., London.**

**General Secretary:** L. Hill.  
**Deputy General Secretary, Legal Secretary and Insurance Secretary:** J. Simonds, M.A., Barrister-at-Law.  
**Accountant:** H. G. Baker.  
**Organizing Secretary:** J. B. Swinden.  
**Education Secretary:** H. Slater, B.Sc. (Econ.), F.C.I.S.  
**Special Activities Secretary:** H. Wright.

**Public Relations Officer:** A Spoor.  
**Divisional Secretaries:**  
 Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; WHitchall 9351.

North-Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfairs 7668.

North-Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South-Eastern, Southern and South-Western: F. Thomas, Room 60, Somerset House, Reading; Reading 3880.

Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

## IMPORTANT DATES

**April 14.**—Holiday Centres at Croyde Bay and Cayton Bay open for the season.

**April 30.**—Second quarterly return of alterations in Register of Membership.

## COST OF LIVING

The average percentage increase in the cost-of-living index over the July 1914, level for each of the past six months is:

October 58	January 59
November 60	February 57
December 60	March 56

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Jan.	Feb.	Mar.
Food ..	45	42	40
Rent ..	59	59	59
Clothing ..	110	110	110
Fuel and Light ..	85	85	85
Other items ..	75	75	75

## BLACKPOOL CONFERENCE

**April 15.**—Amendments to motions in Conference Agenda to be received at Headquarters by 5 p.m. Voting papers for N.E.C. to be in hands of Branch Secretaries.

**April 23.**—Voting papers for election of N.E.C. to be in hands of members.

**May 1.**—Voting papers to be in hands of Secretary of District Committee. Journal will contain amendments to motions in Conference Agenda.

**May 2.**—Counting of votes for election of National Executive Council commences.

**May 7.**—Voting papers for Honorary Officers and for venue of Annual Conference, 1939, to be in hands of Branch Secretaries.

**May 21.**—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.

Voting papers for Honorary Officers and for venue of Conference to be returned to Headquarters.

**June 4.**—First day of Conference.

## HEADQUARTERS AND BRANCHES

The following circulars were sent to branch officers on March 8.

**25/NPS/38** (To each local correspondent of the Provident Society.)

(a) Regarding audit of pass books;

(b) Requesting that evidence of paid-up membership accompany pass books;

(c) Requesting a list of members of Logomia who are also members of the Provident Society.

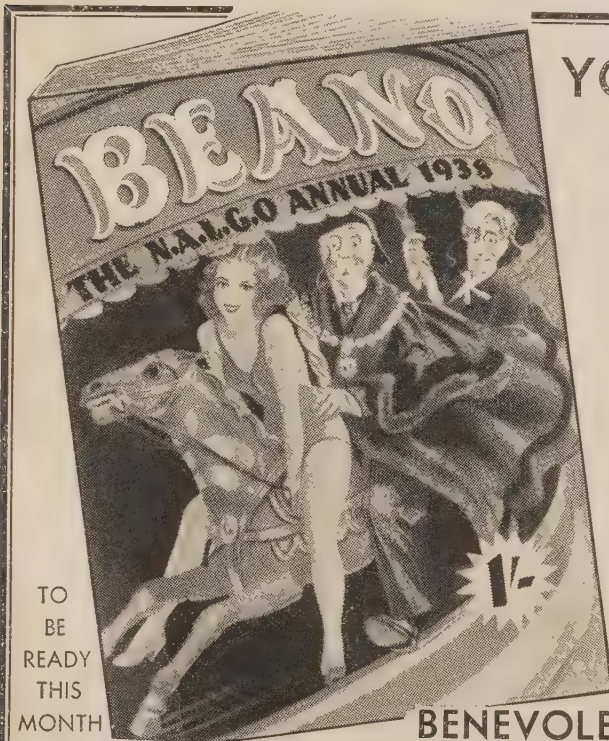
(d) Concerning return of pass books.

**26/NPS/38** (To each local correspondent of the Provident Society.)

Stating that renewal notices will be issued to those members of the Hospital and Nursing Home Scheme who pay their contributions annually in advance.

**27/AS/38** (To each local correspondent of the Approved Society.)

Concerning those members of the Approved Society who have omitted to inform Headquarters of their wishes in connexion with the new Pensions Act.



TO  
BE  
READY  
THIS  
MONTH

## YOUR OWN HOLIDAY MAGAZINE

BIGGER

BRIGHTER

BETTER

Scores of CARTOONS, JOKES,  
 ARTICLES, POEMS, ANECDOTES,  
 Eleven SHORT STORIES

BEST SUMMER SHILLINGSWORTH  
 Produced by Headquarters for the

**BENEVOLENT AND ORPHAN FUND**



# Seven Shillings a Week for 3d.

There's no catch in it—threepence a week entitles a member of the Nalgo Provident Society to seven shillings a week sickness benefit.

Extra nourishment, advice, or attention, is essential to a quick and safe recovery from any illness. The price of five cigarettes a week guarantees this for you.

The contribution is so small; the protection—so necessary.

FURTHER DETAILS FROM YOUR BRANCH CORRESPONDENT OR:

**Nalgo Provident Society** 24, Abingdon Street,  
Westminster, S.W.1

## HOW TO HELP

THE N.A.L.G.O. BENEVOLENT & ORPHAN FUND



**MAKE IT  
A RECORD  
PURSE** at the  
Blackpool Conference  
**THIS YEAR!**

## Boys and Girls— you must INSURE

From April 4, 1938, boys and girls between 14 and 16 years of age becoming employed will be compulsorily insured under the

**NATIONAL HEALTH INSURANCE  
(JUVENILE & YOUNG PERSONS) ACT.**

### JOIN YOUR OWN SOCIETY

Membership with the Society before 16 years will be taken into consideration for the purpose of qualifying for Additional Benefits. Apply to the Local Correspondent, or to

**NALGO APPROVED SOCIETY,**  
24, Abingdon Street, London, S.W.1



## N.A.L.G.O. HOLIDAYS

### France and Switzerland

The Swiss Holidays programme for this season is now available, and those who wish to join the N.A.L.G.O. parties are advised to make immediate application for a brochure and booking form.

Last year these holidays proved amazingly popular and nearly 800 members and friends visited Switzerland with N.A.L.G.O. It is expected that this number will be greatly exceeded this year, so do not delay in booking your holiday.

The finest comprehensive value is afforded by the "All-in" programme, which includes:

**RETURN TRAVEL**, London to destination, 3rd class England, 2nd class Continent, and 1st class boat; **RESERVED SEATS** on train.

**DINNER** and **BREAKFAST** outward journey;

**SERVICES** of **INTERPRETERS** at main centres;

**SERVICES** OF **COURIER** on **TRAIN** and N.A.L.G.O. official to Belgium;

**TRANSPORT** OF **PASSENGERS'** **BAGGAGE** between station and hotel;

**HOTEL ACCOMMODATION** with **FULL PENSION** at selected hotels;

**EXTRA LUNCH** (or Luncheon Basket) on day of arrival;

**EXTRA DINNER** (or Dinner Basket) on day of departure;

**TIPS** and **TAXES**;

**SEASON TICKETS** on mountain railways and lake steamers for an unlimited number of journeys;

**VISIT** TO **PLACES** OF **INTEREST**;

**ADMISSION** TO **KURSAALS** for dancing, concert and variety.

**ADMISSION** to tennis courts, cinemas and bathing beaches in various centres;

**REDUCED RATES** for other excursions;

**BAGGAGE INSURANCE** up to £50;

**PERSONAL ACCIDENT INSURANCE** up to £500 for those between ages 18 and 60;

**MAP** OF **SWITZERLAND**;

**FREE GUIDE** and **TIME-TABLE**.

**"ALL-IN" PRICES**—16 days.  
Montreux £16 12 6 Locarno £15 18 0  
Lugano £16 1 6 Interlaken £17 1 6  
Lake de Lucerne £16 15 0.

**France.**—Paris and Montone (French Riviera). The programme for holidays in France, arranged in response to many requests from members, is also available.

Complete the slip below and post to headquarters for the brochures.

Please send me the N.A.L.G.O. Summer Programme, 1938 for:

**FRANCE**  
**SWITZERLAND**

Signed Mr. \_\_\_\_\_  
Mrs. \_\_\_\_\_  
Miss \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

To N.A.L.G.O. (Special Activities) Dept.,

24, Abingdon St., Westminster, S.W.1.

(4d. postage required.)

## "IF I WERE PRESIDENT"

### A Conference Competition

With this number of "Local Government Service" is published the agenda for the Blackpool Conference N.A.L.G.O.'S annual Parliament.

We feel sure that many members must have ideas of their own about the association's work and future policy, and we propose to give those ideas expression in the June issue of the Journal, which will be circulated on the eve of the conference.

We therefore offer a first prize of £11.0. and a second prize of 10s. 6d. for the most challenging and constructive passage from a hypothetical Presidential address. Entries must not exceed 200 words and must reach the Editor, Local Government Service, 24, Abingdon Street, not later than Thursday, May 12.

## INSURANCE OF YACHTS AND MOTOR BOATS

The traditional British urge for a seafaring life often finds expression to-day in the owning and sailing of yachts, motor boats, and the like.

As with his "home" ashore, the prudent owner will wish to provide against accidents in respect of his "home" afloat, and may also desire to insure the risk of damage to the property of third parties and other risks incidental to the use of craft.

The insurance facilities available in respect of vessels of all descriptions are such that expert advice is of paramount importance in determining the nature of the cover desirable. Any member owning, using, or otherwise interested in such craft is recommended to get in touch with the N.A.L.G.O. Insurance Department, 24, Abingdon Street, Westminster, S.W.1, for advice or quotations of premium for the desired indemnity.

## REGISTRARS' ASSOCIATION

The annual general meeting of the Registrars' Association of England and Wales, held at 24, Abingdon Street, on February 26, was attended by 14 members of the council and 23 members. A resolution was passed expressing appreciation of the action of the Registrar-General in agreeing to an increase in the fees of the fee-paid registrars in the event of the Population (Statistics) Bill becoming law, and urging provision for an automatic increase for part-time and whole-time salaried officers, without their having to make application to their respective councils therefor.

The question of holding an annual dinner in some suitable town was considered. A report is to be presented to the 1939 annual meeting.

Mr. A. E. Taylor was re-elected president; and Mr. A. G. Merrick, hon. secretary and treasurer. Mr. C. Wright and Mr. G. F. K. Stidworthy were elected vice-president and assistant hon. secretary respectively.

The following were elected to the council for 1938-39:

T. G. Day; J. C. James; F. R. Link; E. G. Bale; G. D. Clothier; T. T. Butler; H. Chalkley; W. J. Barkwill; W. J. Howard; C. Phillips; W. J. J. Delaney; J. Fishwick.

## LOCAL GOVERNMENT SERVICE

## EXAMINATION RESULTS

The following candidates were successful in the Association's examinations held in January:

### INTERMEDIATE GRADE.

M. W. BLACK (Town Clerk's), Gravesend B.C.; W. BOSOMWORTH (Electricity), Harrogate B.C.; W. H. BOWLER (Finance), Willesden B.C.; J. BRANSTON (Public Health), Holborn M.B.C.; A. E. BULLOCK (Electricity), Hornsey B.C.; E. G. CANNON (Health), Willesden B.C.; E. F. COOLEY (Education), Willesden B.C.; B. F. DELANEY (Boro' Treasurer's), St. Pancras B.C.; S. R. DOVER, (Town Clerk's), Yeovil B.C.; G. W. FOLEY (Education), East Ham C.B.C.; S. F. H. GILMORE (Electricity), Willesden B.C.; A. F. GREEN (Higher Education), West Bromwich C.B.C.; R. J. W. GREENSLADE (City Engineer's), Bristol C.B.C.; S. F. GWYTHIER (Education), Somerset C.C.; G. F. HALLETT (Electricity), Hastings C.B.C.; R. HUDSON (Education), N. Riding C.C.; C. N. HUTCHINSON (Treasurer's), Harrogate B.C.; M. KING (Education), Wiltshire C.C.; F. G. LEAPER (Public Health), Deptford M.B.C.; A. F. S. LEE (Town Clerk's), Southampton C.B.C.

A. C. LUKER (Electricity), Willesden B.C.; H. J. MARKS (Health), Hampshire C.C.; N. A. MATTHEWS (Registration of Electors), Lindsey C.C.; H. L. PINCHBECK (Highways), Lindsey C.C.; E. F. SAFFERY (Clerk's), Southampton C.B.C.; J. SAGE (Public Health), Bristol C.B.C.; J. E. G. SHUTE (Roads and Bridges), Hampshire C.C.; H. H. SMITH (Education), Newcastle-under-Lyme B.C.; H. C. STACEY (Town Clerk's), Saffron Walden B.C.; E. M. STAIT (Town Clerk's), Cheltenham B.C.; D. S. WATSON (Electricity), Dundee T.C.; V. WHITEHEAD (Public Health), Ilford B.C.; G. R. WILSON (Clerk's), N. Riding C.C.

### FINAL GRADE.

C. A. S. BROOKS (Education), Devon C.C.; A. H. BROWN (Electricity), Willesden B.C.; G. HARRISON (Town Clerk's), Chorley B.C.; G. HOOD (Electricity), Barking B.C.; J. MADDISON (Boro' Treasurer's), Darlington C.B.C.; E. MATTHEWS (Public Health), Willesden B.C.; R. G. METCALF (Town Clerk's), Southgate B.C.; E. J. ROBERTS (Clerk's), Northamptonshire C.C.; J. RUDDICK (Town Clerk's), Bath C.B.C.; G. E. WILLIAMS, (Boro' Treasurer's), St. Marylebone B.C.

## NALGO BUILDING SOCIETY

### Free Advertising Scheme

**HUTTON (Essex).**—Det. freehold brick bungalow, 4 rooms, bath, scullery, large garden, space garage, gas, electricity, Ascot water heater, near shops and buses, 40 min. Liverpool St. Stn., £500 or offer.—A. McClellan, 194, Anerley Road, S.E.20.

**BROCKLEY (S.E.4).** Modern semi-det., 4 bed, 2 recep, breakfast room, kitchenette, bath, 2 w.c.s. Ideal boiler, parquet floors. Lease 995 years, ground rent 29 9s. Rateable value, £36. Price £1,050, vacant possession.—55 Harefield Road, Brockley, S.E.4, after 10.30 a.m., or tel. Whitehall 4400. Ext. 175. Mr. Harvey.

**CHINGFORD (Essex).**—Modern semi-det., freehold; excellent condition; plot, 160 ft. by 24 ft.; 3 bed, 2 recep, conservatory, kitchenette, bath. Station 8 mins., or 3 mins. by bus.—Price £810.—Box H.P.B., No. 21—24, Abingdon Street, S.W.1.

**SOUTHEND-ON-SEA (Essex).**—Modern semi-det., freehold; excellent condition, 1 min. shops and station, 4 mins. sea; 2 recep., 3 bed, kitchen, bathroom, 2 w.c.s.; electricity, piped for gas, backing public gardens. Space for garage, no road charges. Price £860.—155 Victoria Road.

**DARWEN (Lancs).** Excellent property, 2 bed, 2 recep, w.c., bath, kit., electric light. No road charges. Price £400 or near offer.—86, Avondale Rd.

**SUDBURY HILL (Middx).**—Semi-det., freehold; 3 bed, 2 recep., kit., bath, separate w.c. Garage, space, large garden, near shops; convenient railway services. £275.—118, Greenford Rd., Greenford Green, Middx.



## A NEW IDEA for INSURANCE More Details Wanted

I want to congratulate the N.A.L.G.O. Insurance Department on being, I think, the first Life Office to extend the period during which it will pay an annuity under a Family Income Policy from 20 years to 30 years. I cannot find that one of the most important factors is made as clear as it might be, namely the matter of £ s. d.

R. B. N.

## OUR REPLY To "R.B.N."

An extract from the letter in last month's number of this Journal—to which N.A.L.G.O. gladly replies.

### Some facts concerning the new scheme

Subject to a limiting maturity age of 70 years, payments may be spread over any period.

2. An income is assured (in addition to a capital sum) up to a maximum period of 30 years.
3. In the example below as much as £1,136 may become payable under the policy.
4. A 20 year policy for £200 providing an income on death within 20 years would cost 15s. 6d. per month.

## THESE FIGURES SPEAK FOR THEMSELVES

13s. per month (just over 3s. per week) provides:  
(for a person age next birthday 30 years)

- (i) £200 at the end of 30 years, if death has not occurred previously,

OR

- (ii) If death occurs during the 30 years:—  
(a) £40 on death.  
(b) 12/- per week for the remainder of the 30 years, and then  
(c) £160

TO SEE FOR YOURSELF—POST THIS COUPON  
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24 Abingdon Street, Westminster, S.W.1

Details of Family Income Assurance required:—

Age next birthday.....

Name.....

Address.....





# Salaries and Service Conditions



## SERVICE CONDITIONS

**Maryport U.D.C.** has adopted the classification scheme for officers prepared by the Lancashire and Cheshire Provincial Council, and has resolved that in future the salaries of all officers shall be regulated in agreement with the Provincial Council.

**Wazly Bridge U.D.C.** has adopted the grading scheme submitted by the Lancashire and Cheshire Whitley Council.

**Ashton-in-Makerfield U.D.C.** has agreed to an application by the Association for a reduction of office hours and the Town Hall will now close at 5 p.m. instead of 5.30.

**Birkenhead.**—In response to an application by the Association the Corporation has granted a refund of superannuation contributions, with interest, to a member who was reduced in grade as a result of an inquiry at the gas works, and who has since left to take up another position.

**Wallasey Corporation** has increased the maximum of its Grade 4 from £180 to £190, in accordance with the recent increase in the General Division maximum of the Lancashire and Cheshire Whitley Scales, and has approved in principle the introduction of grading for females on Whitley lines.

**Sale B.C.** has adopted the Junior and General Divisions of the Lancashire and Cheshire Whitley Scales.

**Blackpool Corporation** has adopted Whitley Council Salary Scales for nursing staffs and the 48-hour week or 96-hour fortnight, as advocated in the N.A.L.G.O. Nurses' Charter.

**Flint.**—The Office Staff Committee of the Flint C.C. has resolved:

"That the Staff (Service Conditions) Sub-Committee be requested, in consultation with representatives of N.A.L.G.O. to formulate a Classification Scheme for salaries and conditions of service generally, and to consider the list of salaries and staff submitted to this Committee, and

"That any recommendations of the Sub-Committee as to Staff Classification involving increased salaries shall have effect from April 1, 1938."

**South-West Herts.**—The Watford B.C. finance committee has agreed to the formation of a joint-staff committee but has deferred consideration of a memorandum on staff regulations until its first meeting.

**Luton B.C.** has decided that when an officer is called upon to work on bank holidays, Sundays or Saturday afternoons, the chief officer shall, where possible, allow compensating leave. The Council has also agreed to increase from £5 to £10 the allowances paid to officers on the library staff passing the final examination of the Library Association.

## SUPERANNUATION

**Haslingden B.C.** has adopted the 1922 Superannuation Act, the "appointed day" being April 1, 1938.

**Montgomery.**—**Newtown and Llan-llwchaearn U.D.C.** and **Machynlleth U.D.C.** have been accepted into the Montgomeryshire County Scheme of Superannuation under the 1922 Act, to take effect from January 1, 1938.

The following authorities have adopted the Act with effect from the dates shown:

**Barnsley C.B.C.** April 1.  
**Stockton-upon-Tees B.C.** April 1.  
**Richmond (Yorks.) B.C.** May 1.  
**Felling U.D.C.** April 1.  
**Mexborough U.D.C.** April 1.  
**Saltburn and Marske-by-the-Sea U.D.C.** April 1.  
**Wath (Yorks., N.R.) R.D.C.** April 1.  
**Brownhills U.D.C.** October 1.

**Nottinghamshire County Council** has agreed to pay 80ths for non-contributory service to officers with not less than 25 years' service.

## SALARIES

**Sunderland Corporation** has adopted, with effect from April 1, 1938, the following revised scales for juniors and general grade:

Annual Salary					
Age	Males	Females	Age	Males	Females
16	£40	£32	22	£145	£110
17	60	50	23	160	120
18	75	60	24	175	130
19	90	70	25	190	—
20	110	85	26	205	—
21	130	100	27	220	—

The minimum salary of Grade C has also been increased from £215 to £230 per annum, the revised grade being £230 by £15 to £200.

**Selby U.D.C.** has adopted, with slight modifications, the salaries scales recommended by the West Riding Joint Council.

**Billingham** has increased, by 7½ per cent from March 7, the salaries of all members of the staff receiving up to £300 per annum, in view of the rise in the cost of living.

**Stockton-upon-Tees Corporation** has adopted the following revised scales:

MALES			
GRADE 1 ..	£330	—£10	—£350
GRADE 2 ..	305	—10	—325
GRADE 3 ..	280	—10	—300
GRADE 4 ..	245	—10	—275
GRADE 5 ..	210	—10	—240
GRADE 6 ..	175	—10	—205
GRADE 7 ..	110	—10	—170

FEMALES			
GRADE 1 ..	£230	—£10	—£250
GRADE 2 ..	190	—10	—220
GRADE 3 ..	150	—10	—180
GRADE 4 ..	110	—10	—140

JUNIORS			
16 years	£30	19 years	£75
17 "	45	20 "	90
18 "	60	21 "	105

**Wednesbury.**—On the application of the branch, and after an interview with the divisional secretary, the Council has approved improved salaries up to age 20.

**Pontypool.**—The divisional secretary has met the Council in support of an application for improved salaries.

**Coalville.**—The divisional secretary has met the Council in support of an application for a revised scale of salaries.

**Gellygaer U.D.C.** has adopted the Association's scale for Junior Officers up to £180 at age 25.

**East Retford B.C.** has adopted a salary scale as from April 1, 1938.

**Whaley Bridge U.D.C.** has adopted the Lancashire and Cheshire Provincial Whitley Council scales for the officers.

**Wimbledon B.C.** has adopted a revised grading scheme with effect from April 1. Increments in the junior grade have been raised from £10 to £15 p.a., the maximum of £150 a year being reached at 22 years of age. Increments in other grades have also been improved and a senior clerks' grade created, with special recognition for committee clerks. It cannot be said that the revised scheme is worthy of an authority of the size and responsibility of Wimbledon.

**Luton B.C.** has amended its junior salaries scale to a minimum of £50 at age 16, rising by £10 and £15 to £110 at 21.

**Hammersmith M.B.C.** has adopted the London District Council salaries scale.

## WHITLEYISM

Further meetings of the executive committee of the North-Eastern Joint Council have been held and consideration has been given to the scales of salaries which the Joint Council will be asked to approve.

## Review of County Districts

A further review order affecting the county districts within the area of the West Riding County Council operates from April 1. Twenty-four urban and four rural districts have been dissolved. Since, however, two new urban districts and one new rural district have been established, the net reduction in the number of authorities is 25.

## Electricity Distribution.

In the February number of LOCAL GOVERNMENT SERVICE was reported action taken by the Association to secure adequate provisions relating to transfer, compensation, and superannuation of employees who might be affected by the enactment of the Electricity Supply Bill.

In the House of Commons on February 1 the Prime Minister announced that he was not able to say when the bill would be introduced. On March 1 he informed the House that there was no prospect of the bill being introduced this session.



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## HERE AND THERE



### They Say—

#### A Silent Revolution.

"Local Government is more appreciated to-day than it has ever been, and it is recognised as the most important social factor of the age, working a silent revolution towards improving the welfare of the community."—**Mr. Leonard Worden**, Town Clerk, at the annual dinner and dance of the **HENDON** branch.

#### From £103 to £4,500,000.

"Since its inauguration 33 years ago N.A.L.G.O.'s membership has increased from 9,000 to over 100,000; its income from £190 to £1,700,000, and its assets from £103 to £4,500,000."—**Mr. C. Wickens** at the annual dinner of the **ISLE OF ELY** branch.

#### The Five-Day Week.

"I would like to suggest to the Council that it might seriously consider falling into line with the move made by several business houses recently and institute the five-day week."—**Mr. E. Pascal**, Director of Education, at the annual dinner of the **ENFIELD** branch.

#### A Check on Legislation.

"I wonder if the time has not come when a check should be put on the spate of local government legislation in order that officials may have time to digest it."—**Mr. H. G. Thornley**, Clerk to the County Council, at the annual dinner of the **NORTH RIDING** branch.

#### More Enterprise Needed.

"In status, influence, and dignity the local government service has improved rapidly. That makes it all the more disappointing that so many young men should content themselves with the jobs to which they are first assigned. I feel that N.A.L.G.O. might influence its young people to aspire to increased responsibilities and take advantage of the means of improvement surrounding them."—**Ald. Joseph Jones**, President of the Miners' Federation, at the meeting of the **YORKSHIRE DISTRICT COMMITTEE** at **Barnsley**.

### OBITUARY

We regret to announce the deaths of:

**Mr. G. E. Barrow**, Chief Clerk in Carlisle Public Health department for 25 years, and hon. secretary of the Carlisle city branch since 1928.

**Mr. Edgar Cozens**, Clerk to the former Hampton U.D.C.

**Mr. Charles Davies Jones**, of the Gwent branch.

### (PERSONALIA)



**J. H. Rothwell, C.B.E.**

—former town clerk of Brighton, and ex-President of the branch, compelled to retire on account of ill-health. He is succeeded by—



**J. G. Drew**

—another ex-President of the branch, who was appointed assistant solicitor in 1927 and deputy town clerk in 1931, and who has served as acting town clerk. (Brighton Herald photo)



**W. O. Dodd**

—appointed deputy town clerk at Brighton. He is a member of the local joint Whitley, executive and organisation committees, and a candidate for election to the N.E.C.



**J. P. Wakeford**

—Borough engineer and surveyor, Stockton-on-Tees, former vice-president of the branch, retired on superannuation after 50 years' municipal service.



**A. W. Hicks**

—for 22 years hon. treasurer of Plymouth branch, resigned on retirement on superannuation. He has served Plymouth Corporation for 38 years, since 1912 as chief clerk.



**W. P. McAllister**

—Foundation member of Hemsworth branch, retired from the office of Local Correspondent for the Approved, Provident and Building Societies, which he has held since their inception.

### Hats Off To—

**Peterborough Council**, for closing the Town Hall offices at noon instead of 1 p.m. on Saturdays.

**C. W. Hillyard**, hon. secretary Warwickshire County Officers branch, for winning the cup presented by Sir William Dugdale, chairman of the Warwickshire County Council, for an essay competition.

**Stockport branch**, for collecting nearly £750 in 10 years for the B. & O. Fund by dances and whist drives only.

**Ruislip-Northwood Council** for opening a recreation room with equipment for billiards, darts, table tennis and card games at Haydon Hall, Eastcote, for the use of the staff, and **Lt.-Cmdr. Todd**, chairman of the Council, for throwing the first dart and scoring two.

**Essex County Council** for handing over a spacious playing field for the use of the staff.

**Carmarthen branch**, for sending £24 to the B. & O. Fund, proceeds of a whist drive and dance attended by 350 members.

**Ealing branch**, for starting its social with a spelling bee, including mnemonics, apophthegms and psianthropism—and particularly to the members who spelt them.

**Bognor Regis and West Sussex County branches**, for presenting £20 to the B. & O. Fund as a result of a dance attended by 550.

**Greenwich branch** for obtaining more than 100 guests at its first dinner and dance.

**Rochdale branch**, for raising £21 for the B. & O. Fund at a dance attended by 350 members.

**Mr. Arthur Clitheroe**, Town Clerk's department, Bolton, and Sports Secretary of the Bolton and District branch, who is to broadcast from Manchester on April 9, from 6.45 to 7.20 p.m., on "Crazy Lyrics."

**Mr. J. S. Grunwell**, one of the oldest N.A.L.G.O. members in Yorkshire, for celebrating his retirement on superannuation by proposing the toast of the President at the annual dinner of the Bridlington branch. **Mr. W. W. Armistage**, National President, and county **Ald. T. D. Fenby**, former M.P. for Bradford East, also spoke.

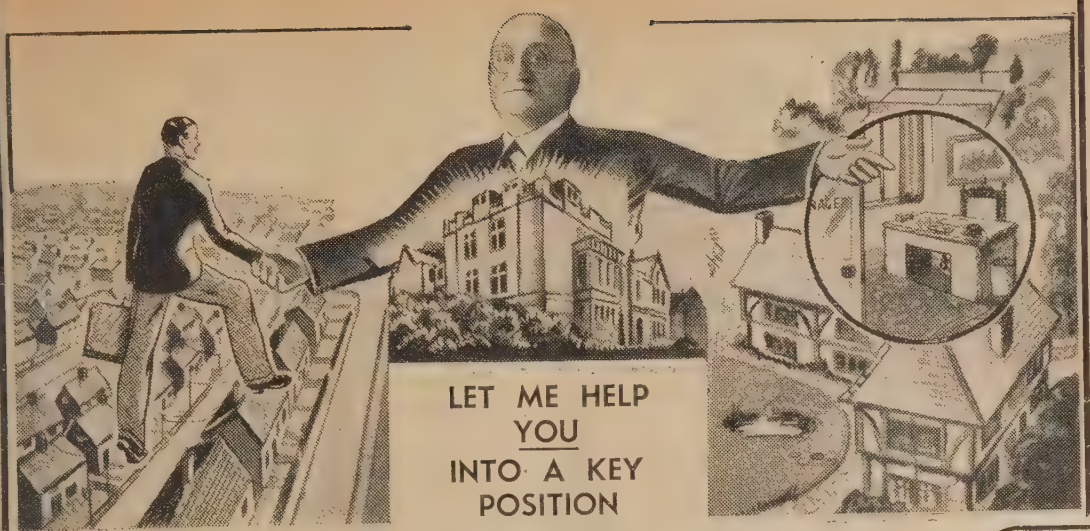
**Skipton branch**, for organising a "jug dance" for the B. & O. Fund.

**Brighton branch**, for doubling its last year's contribution to the B. & O. Fund.

**West Norfolk branch** for attaining 100 per cent membership.

**Bromley branch**, for maintaining 100 per cent membership.





LET ME HELP  
YOU  
INTO A KEY  
POSITION

DO ANY OF THESE SUBJECTS INTEREST YOU ?



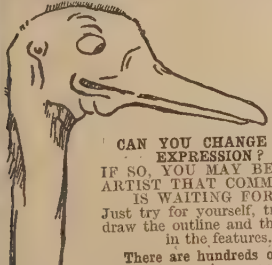
Accountancy Examinations  
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Sales Management  
A.M.I. Fire E. Exam.  
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Army Certificates  
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Agents  
Aviation Engineering  
Baking  
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and Modern Business  
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Clerk of Works  
Builders' Quantities  
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Certificate  
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All Commercial Subjects  
Commercial Art

Concrete and Structural  
Engineering  
Draughtsmanship  
All branches  
Engineering. All branches,  
subjects and exams.  
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G.P.O. Eng. Dept.  
Heating and Ventilating  
Industrial Chemistry  
Insurance  
Journalism  
Mathematics  
Matriculation  
Metallurgy  
Minifag. all subjects  
Mining, Electrical  
Motor Engineering  
Motor Trade  
Municipal and County  
Engineers  
Naval Architecture  
Novel Writing  
Pattern Making  
Police, Special Course

Preceptors, College of  
Press Tool Work  
Pumps and Pumping  
Machinery  
Radio Communication  
Radio Service Engineering  
Road-Making and  
Maintenance  
Salesmanship, I.S.M.A.  
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Secretarial Exams.  
Sheet Metal Work  
Shipbuilding  
Short Story Writing  
Shorthand (Pitman's)  
Structural Engineering  
Surveying  
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# SCOTTISH NOTES

## VISIT THE EMPIRE EXHIBITION

### Whitley Council

THE grouping of local authorities was considered at a meeting of the executive of the Whitley Council on March 7. The grouping suggested was largely on a geographical basis, but Mr. Mortimer, the divisional secretary, contended that such grouping was unworkable. He favoured a scheme on the basis of population and valuation. The representative of the Ministry of Labour had drawn up a scheme based on ability to pay. It was finally agreed to accept tentatively the geographical basis. The Ministry's scheme is to be circulated for consideration by the staff side, and the question will be raised again.

### Ayrshire Salaries

For some time we have been negotiating with Ayr County Council for graded scales of salary, and on February 14 Mr. Mortimer had an interview with the sub-committee dealing with the question. He objected to the scales for juniors, which the sub-committee proposed, on the ground that they were too low and would not attract and retain in the service the type of officer the council desired. After a friendly discussion the sub-committee agreed to accept Mr. Mortimer's proposals. It is understood that the recommendations have been approved by the finance committee of the county council.

### A Falkirk Problem

Falkirk branch is forging ahead and has now one hundred and fifteen members. An unusual problem has arisen in the town.

For many years the town has owned and run a hostel for working men. Formerly the hostel did more than pay its way, but of late years there has been a deficit, owing, it is alleged, to the council, despite advice, running the institution on wrong lines. The council has now advertised the place to let. Our concern is not, of course, with the policy of the council—with which we do not wish to interfere—but with the position of the superintendent, who has held his post for twenty-eight years to the satisfaction of the council. The branch instructed a communication to be sent to the council on the subject.

Another communication has been sent about junior salary scales. This has been remitted to a sub-committee for consideration.

### New Branch Formed

At a well-attended meeting in Dingwall on March 9 it was agreed to form a branch for the County of Ross and Cromarty. Mr. W. Campbell, of Conon Bridge, presided, and Mr. Mortimer, Mr. Robert Paton, Public Assistance Officer of Inverness, and Mr. T. Stewart, of Inverness, addressed the meeting.

### Paisley Salary Scales

The Association recently made an application to Paisley Town Council for a revision of its salary scales, which are considerably below the general standard. The council has now decided to raise the maximum of the junior male scales by £10, of the female scale by £20, and to increase the increments in certain cases from £10 to £15. We understand that an increase in the higher scales is receiving favourable consideration.

### Lanarkshire Allowances

The divisional secretary had an interview with the salaries and wages committee of the County Council on February 17 regarding subsistence allowance. He pointed out that to withdraw the allowance hitherto paid to various members of the staff would be a breach of contract and suggested that, if the committee was determined to do so, some compensation should be given by way of salary increase. On the whole, he thought it best for the council to revert to their former practice of paying subsistence allowance where certified by the chief official.

In the course of a discussion it was disputed that there was a contract or even an established practice. Mr. Mortimer suggested that it might be well to ask the chief officials whether they informed members of their staffs when appointed that subsistence allowance was paid when away from the office on council business, and the committee agreed.

### Superannuation

Two new schemes for Fife County and for Inverness County had been adopted. The latter is for whole-time officers only.

At a well-attended meeting at Dumbarton on March 2 the divisional secretary and Mr. McDevitt discussed with the members of the burgh staffs their interview with representatives of the town council.

### Nursing Staffs

The divisional secretary addressed six meetings of the nursing staffs in Aberdeen on February 28 and March 1. The meetings were well attended and many questions were asked, but the result is not yet known.

The Scottish district committee, on the invitation of the Departmental Committee on Nursing, presided over by Lord Alesch, submitted a memorandum on the nursing services and on March 16 Mr. Mortimer and Sister Noble, of Robroyston Hospital, Glasgow, gave evidence.

### Registration Semi-Jubilee

The semi-jubilee of the Glasgow Assistant-Registrars' Association was celebrated at a dinner in Glasgow on March 2. Speeches were given by the Registrar-General for Scotland, Ex-Bailie A. Hood (deputising for Sir John Stewart, Lord Provost), Bailie J. Crawford, and Mr. A. G. M. Archibald, vice-president, Glasgow branch.

SEVERAL N.A.L.G.O. branches have already decided to use their annual outings this year for a visit to the Empire Exhibition at Glasgow. It is suggested that more should do so, for apart from the general interest and appeal of the Exhibition—the biggest held in this country since Wembley—it contains a vast amount of material of special value to the local government officer.

One of the most interesting sections is that arranged by the Ministry of Health in the United Kingdom Pavilion. This, based on the "Fitter Britain" campaign, is largely devoted to the medical, educational and recreative facilities available to the public through the enterprise of local authorities.

An outstanding exhibit will be the "Mechanical Man," a colossal figure showing the principal functions of the upper half of the human body translated into mechanical terms—the eye as a camera, the heart as a pump, and so on. It will be brilliantly illuminated, the "heart" will pump the blood through the veins and a mechanical voice will explain each anatomical feature.

Other models will include a general voluntary hospital and a municipal health clinic.

Bays on each side of the main hall will be devoted to maternal and child care, health at school and at play, diet and pure food, good housing and the prevention of disease by the port health services.

In addition there will be a reception room reserved for local government officers, members of the medical and allied professions, responsible health workers, and others with a professional interest in the exhibits. An officer of the Ministry will be ready to discuss any points of particular interest, to show health films and posters, and to supply books and pamphlets.

The Ministry of Health has extended a warm invitation to all members of N.A.L.G.O. to visit the exhibition and has undertaken to give them all assistance in its power. Parties will be received at the Pavilion, conducted round and given any special information required. Branch secretaries wishing to take advantage of this invitation should write direct to Mr. Kenneth McGregor, Public Relations Department, Ministry of Health, Whitehall, S.W.1.

There will be more to interest N.A.L.G.O. members in one of the two Scottish pavilions, the exhibits in which are mainly concerned with town planning, public health and municipal services.

Cheap fares to the exhibition are being offered by all railway companies and reduced admission charges are available for parties. Organisers of parties should write for details to the General Secretary, N.A.L.G.O., 24, Abingdon Street, London, S.W.1.



# FREEHOLD CO-OPERATIVE INVESTMENT TRUST LIMITED

## Gratifying Results : Dividend of 7 per cent

The sixth annual general meeting of Freehold Co-operative Investment Trust Limited was held on February 25th, at Cannon Street Hotel, London. Mr. J. D. Hughes (the Chairman, said:

During the year under review, your Society has made a steady and satisfactory progress. Our Membership has increased and so have our property holdings. We now have 3,262 Members, holding a paid-up Capital of £313,069 14s. in Ordinary Shares of 2s. each. As you know, the Society has no Debentures or Loan Stock.

It will be seen from the Balance Sheet that in addition to maintaining our Dividend we have been able to create a Property Reserve of £2,743 5s. 4d. a General Reserve of £4,000, and to-increase the Leasehold Amortisation Reserve to £978 11s. 3d., carrying forward to 1938 the sum of £6,301 14s. 1d. subject to Directors' Remuneration and Final Dividend.

A point to which your Directors have always paid special attention is the liquid position of the Society's finances. Your Society is now well known in the market as a buyer of income-producing freehold and leasehold properties, with the result that such properties when available for disposal are daily brought to our notice. We are, therefore, in a position literally to pick and choose our properties, and, for this purpose, it is advisable that our liquid position should always be strong, so as to enable us to take advantage of opportunities offered. We have found that in this way we have been able to effect some very satisfactory purchases.

On December 31, 1937, we had Cash in Bank and in hand £23,080 18s. 11d., at short call £5,000, and in 3½% War Loan £10,000, making a total of liquid assets of £38,080 18s. 11d.

This strong liquid position is also useful in case some of our Members require to realise their investments either wholly or partially. Such requests for realisation have never been refused or delayed.

You will see from the Balance Sheet that our investments in Freehold and Leasehold Properties amount to £550,369 11s. 4d., the only charge against these properties being First Mortgages amounting to £270,224 3s. 6d., or in other words less than 50% of the cost of the Properties owned. Since December 31, 1937, we have acquired further properties, and the total of properties owned now stands at over £600,000. I am sure you will be interested to know that out of last year's total of £550,369 11s. 4d., roughly £100,000 worth of Properties were entirely free of mortgages or other encumbrances. The Directors consider this a position of additional strength.

The total of £550,369 11s. 4d. comprises all costs of acquisition of Properties, including stamp duties, legal

charges, mortgage procurement fees, etc., etc., as well as the commission specifically referred to in the foot-note to the Balance Sheet, and to which I drew your attention at last year's Annual Meeting.

In consideration of this method of "payment by results" the Society is relieved from all liability and risk in connection with the expenditure on advertising and publicity by which the Capital of the Society is raised, and with which Capital additional Properties are acquired. I venture to express the opinion that the success with which the Society's publicity campaign has met, as demonstrated in the Balance Sheet, fully justifies the Directors' confidence in the value of this arrangement to the Society.

If there has ever been any doubt as to this, I can only say that results speak louder than words, or put vulgarly, that "the proof of the pudding is in the eating."

I am pleased to say that we have been very fortunate in the selection of our Properties. With the facilities afforded by the expansion of our Society, we were able further to diversify our investments, which now include some excellent residential Properties in the Provinces, laid out on garden city lines, and let to good tenants of the artisan class at rentals well within their means.

A gratifying feature of our position is that, owing to careful and conservative management, our vacancies are only about 4½% and I feel that with continued close attention to the management side of our business, the future should see no less satisfactory results. The properties owned by the Society are kept in good repair and condition, due attention and consideration being given to our tenants' requirements. Nothing is left undone to preserve our assets and to increase the productivity of our properties.

Ladies and Gentlemen, whilst, by the nature of our business, our figures are not spectacular, I feel that we have every reason to congratulate ourselves upon the results achieved.

In this connection I desire to emphasise that all profits earned arise solely from Revenue from properties. As laid down as one of our original principles, we do not "deal" in properties, and, so far, have never sold a single property.

I now have the pleasure to move the adoption of the Accounts as presented to you. I also move the distribution of a final Dividend for the year ended December 31, 1937, at the rate of 7% per annum, this, I may say, being the sixth year in succession in respect of which Dividends at not less than this rate have been distributed to the Members of this Society.

The reports and accounts were unanimously adopted and the Meeting terminated with a vote of thanks to the Directors.



# District Committees

## N.A.L.G.O. and the T.U.C.

N.A.L.G.O.'s attitude to the Trades Union Congress was the subject of interesting speeches by Mr. W. W. Armitage, President of the Association, and Alderman Joseph Jones, President of the Miners' Federation, at the quarterly meeting of the Yorkshire district committee at Barnsley on February 19.

Alderman Jones, who is Deputy Mayor of Barnsley, opened the discussion by regretting that N.A.L.G.O. was not affiliated to the T.U.C. The trade union movement was consulted by the Government, and he thought it a pity, when such discussion arose in respect of matters with which N.A.L.G.O. was concerned, that representation was restricted to members of the General Council of the T.U.C. and could not be extended to those serving local authorities.

Mr. Armitage, replying, said that N.A.L.G.O. had taken a strictly non-partisan attitude.

## Metropolitan

Mr. J. T. Baker presided at the quarterly meeting of the Metropolitan District committee on February 24.

The committee approved a recommendation that the advisory sub-committee be known in future as the recruitment and organisation sub-committee.

Recommendations of the Whitleyism sub-committee that two further Whitley Councils be set up, and that the authorities covered by the South-West Herts branch be brought within the area of the proposed North Metropolitan Provincial Council, and that the National Joint Council approach the local authorities concerned regarding the formation of the two councils, were approved.

The general purposes sub-committee, announced that a report on Metropolitan salaries and service conditions had been made to the N.E.C.

The committee approved that grants of £2 2s. per member for one week's attendance at the Association's Summer Schools be made to selected applicants.

It was resolved to make a grant of £80 towards the expenses of inter-district sporting events.

Mr. W. Stanley Bourne, chairman of the Civil Service Football League, received a trophy presented by the district committee.

## N.W. and North Wales

At the quarterly meeting in Rochdale on February 19 the chairman, Mr. J. W. Singleton, reported that the employers' side of the Lancashire and Cheshire Provincial Council had increased its membership by two and that the N.A.L.G.O. members proposed to recommend a similar increase on the staffs' side. It was resolved that, if the staffs' side and the full council agreed to this course, the additional seats should be filled, for the time being, by Mr. Corperthwaite of Preston, and Mr. F. Signey, assistant divisional secretary.

The resignation of Mr. H. P. Sutcliffe, of Rochdale, from the general purposes committee was reported, and Mr. W. C. Gawne, of Liverpool, was appointed.

## North-Eastern

The arrangements made by the Area Education committee, for a week-end school at King's College, Newcastle-on-Tyne, on April 2 and 3, were reported at South Shields on February 26.

Arrangements are to be made for showing films dealing with local government subjects. The Benevolent and Orphan Fund sub-committee report showed that a total of £298 had been spent on 25 cases.

Consideration was given to the report of the executive committee on salaries and service conditions in which a measure of uniformity was to be attempted.

The divisional secretary reported an increase of 294 in membership.

## Eastern

The production of a film on local government was suggested on February 12 at the district committee, which decided to ask the N.E.C. to consider the proposal.

A special meeting of the district committee will be held before the next quarterly meeting to discuss more fully the representation of branches on the district committee.

The three cups were awarded for B. and O. Fund contributions to: Hemel Hempstead, Cambridgeshire and Luton.

Grants of £4 each were made to four small branches to enable them to be represented at conference.

## South-Western

Education was the outstanding topic at the quarterly meeting at Trowbridge on February 26. It was reported that plans were on foot for a week-end school to be held if possible at Exeter University College on September 10 and 11.

Dr. J. Sykes said that it was intended to arrange a panel of lecturers to visit particular branches to explain the courses for the diploma in public administration.

The Benevolent and Orphan Fund sub-committee report recommended grants totalling £336 for the ensuing quarter.

The honorary secretary presented the magnificent trophy given to the district committee by Mr. Newman for a football competition.

The membership of the district had increased by 560 during the past year and was entitled to a third member on the N.E.C.

Grants for propaganda work were made to the Minehead branch and the Newton Abbot rural branch.

It was agreed to hold the next meeting at Cheltenham on May 14.

## South Wales

The desirability of employers and employees in many industries and occupations meeting together on joint staffing committees to discuss conditions of service was stressed by Councillor Wardell at Newport.

The Benevolent and Orphan sub-committee had recommended the continuance of weekly grants at the rate of £1,505 a year, new weekly allowances totalling £3 5s. a week, lump sum grants totalling £25, and loans totalling £40.

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Three years ago Mr. A. E. R., of Southport, became so bad with stomach trouble that an operation was performed. But last May he became as bad as ever and the shadow of the surgeon's knife again darkened his days. "The pains got worse," his letter goes on, "and kept me awake at night. Eventually I gave Maclean Brand Stomach Powder a trial, and after taking four bottles I feel quite fit again. I am convinced that there would have been no need for an operation had I taken Maclean Brand Stomach Powder when I first got the pains!"

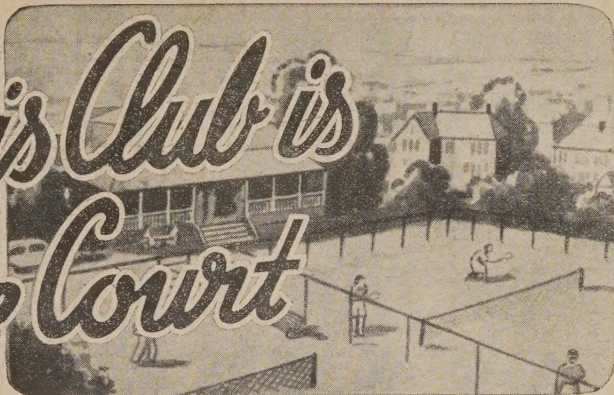
That is only one of thousands of examples of the good work this reliable alkaline powder is doing. Your own case may not be really serious—yet. But why take further risk? Stomach trouble thrives on neglect. Banish all danger and pain by taking MACLEAN BRAND Stomach Powder for a time. And in buying, look for the signature "ALEX. C. MACLEAN." Maclean Brand Stomach Powder is genuine only when this signature appears on bottle and carton. Powder or Tablets, 1/3, 2/- and 5/-; also pocket tins of Tablets, 9d.

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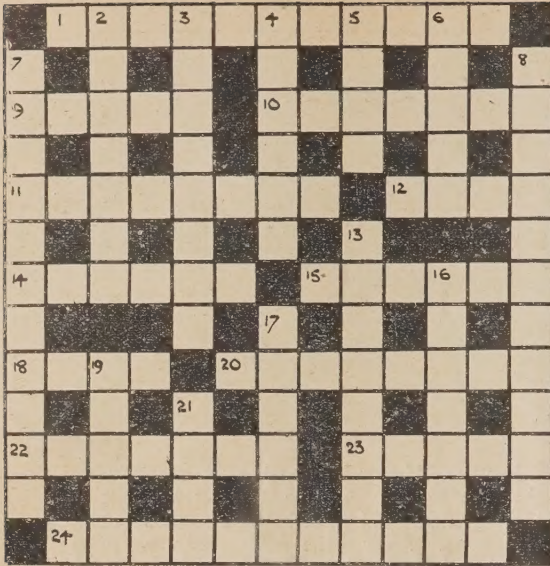
### AND DISCOUNT VOUCHER

Write, in the first instance, to N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1.

It will be sufficient if you cut out this announcement, write your address in the margin and post together with your Association Membership Receipt in unsealed envelope (½d. stamp) to N.A.L.G.O.

Signature.....  
(Write address in margin)





## ACROSS

1. You'll find one in a go-ahead town—the M.O.H. hopes it's a fact, anyway! (Two words.)
9. The larger councils take it internally.

10. Paradoxically enough we associate it with Italy by associating it with China.
11. Not a popular official with courting couples, we should imagine.

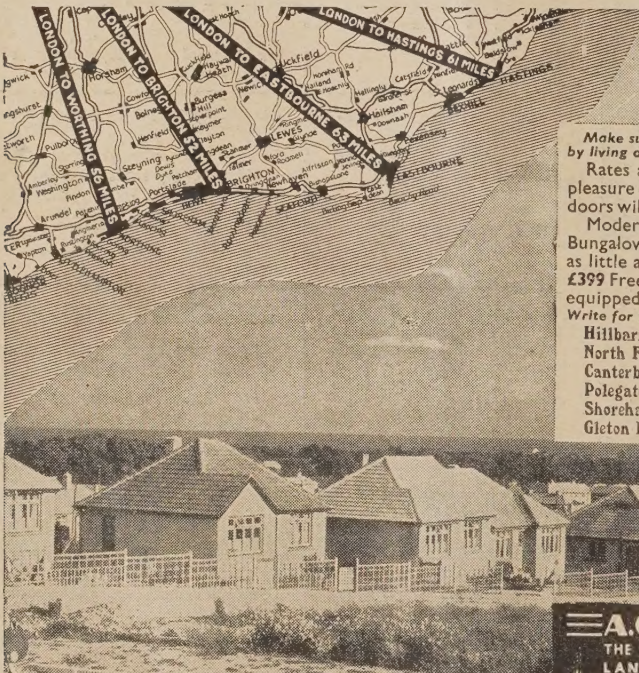
12. N.A.L.G.O. is out to help even the fellow on the bottom one.
14. Evidently no believer in municipal order.
15. A Chinaman's temple.
18. The key to a sound education.
20. A Welsh lake flowing back comes into money and the result is a tropical tree.
22. 7—and more, maybe.
23. Fruitful, if girlish, urge to exist.
24. Suggests a Scottish spanner on a large scale. (Two words.)

8. Personal studies met with occasionally in "Local Government Service."
13. Matter for digestion, taking aim with an acorn.
16. This manner of speaking sounds like a hearty invocation to an important branch of local government work.
17. He is regarded as a mean fellow yet we might make a cal man of him.
19. A steppe in the right direction (it depends on all looking up, of course).
21. I'm to do this, but the pains-taking official is not expected to!

## DOWN

2. U.D.C. Accountants have to this 9 annually, as a rule, and they don't like to be reminded of it!
3. Suitable epithet for the qualified local government official, but not for the qualified motorist.
4. One result of going round the mulberry bush.
5. You come out of 9 in this way it seems.
6. Foreigner we come across in the fish industry.
7. Should we hear these modern highwaymen in the regrettable event of the ship's going down?

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